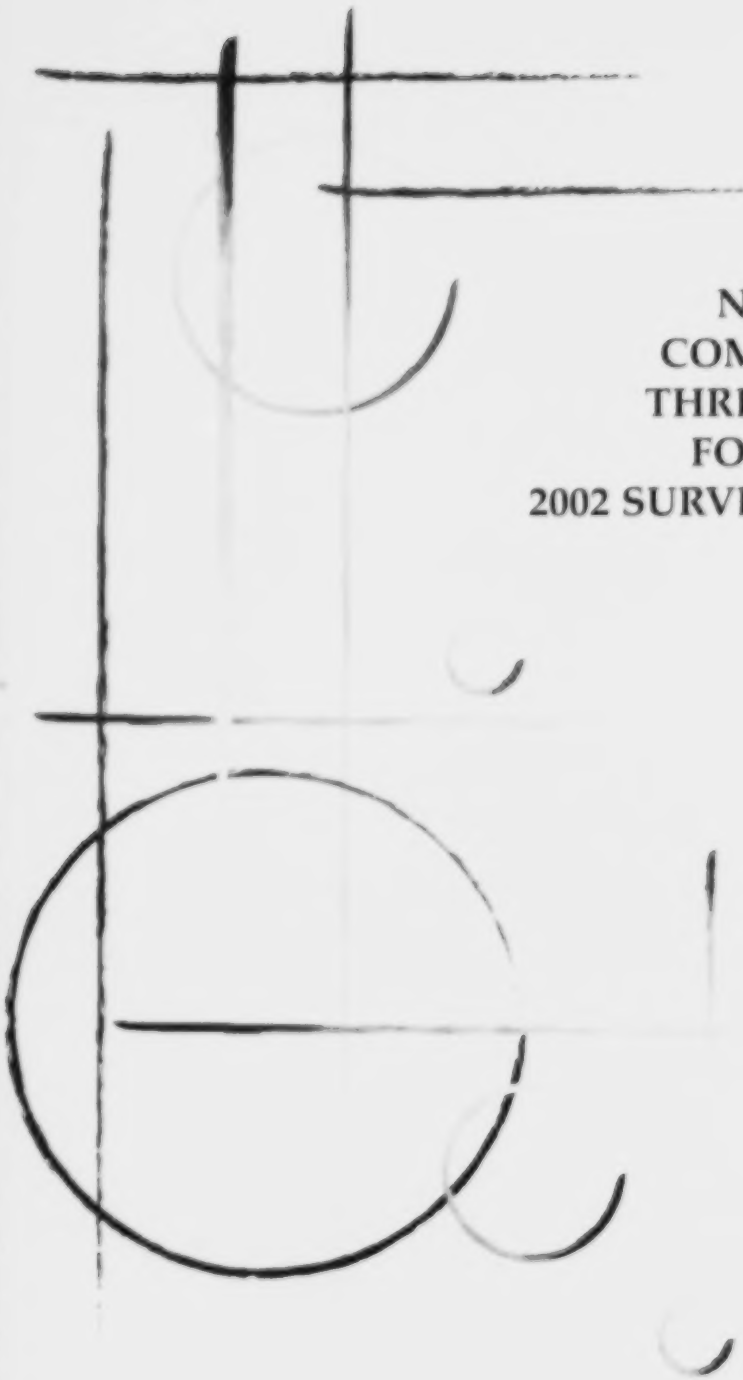

NEW BRUNSWICK COMMUNITY COLLEGE THREE-YEAR GRADUATE FOLLOW-UP SURVEY 2002 SURVEY OF 1998-99 GRADUATES

New Nouveau Brunswick

Department of Training and Employment Development

Ministère de la Formation et du Développement de l'emploi

Planning Services Unit

Unité des services de planification

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New Brunswick Community College
Three-Year Graduate Follow-Up Survey
2002 Survey of 1998-99 Graduates

Prepared for the
Department of Training and
Employment Development

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Prepared by
Corporate Research Associates Inc.
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Executive Summary

On behalf of the Department of Training and Employment Development, Corporate Research Associates Ltd. conducted the New Brunswick Community College Three-Year Graduate Follow-Up Survey (2002 Survey of 1998-99 Graduates). The Class of 1998-99 had also been contacted in 2000, approximately one year following their graduation.

Interviews were conducted with a total of 1,347 graduates of regular programs in the academic year 1998-99. These interviews represented 61% of all graduates of regular programs with necessary contact information (1,347 of the 2,215 total graduates). The survey respondents who participated in this study provided an accurate representation of the overall population of graduates in terms of program of study, college, age, gender and area of residence.

The following points highlight the key findings of this study:

- There was a lower percentage of graduates who were in the labour force in 2002 as compared to 2000. Additionally, the 2002 employment rate of 89% was similar to that reported by graduates of regular programs in 2000.

- Graduates working full-time in the reference week of March 10th, 2002 averaged 41 hours of work per week and had average full-time earnings of $574.27 per week, 18% higher than graduates were earning in 2000 ($486.55).

- The economic disparity between males and females continues to be in evidence three years after graduation. In 2000, female graduates working full-time were earning 79% of the average wage of male graduates working full-time. In 2002, female graduates working full-time were earning 76% of the average wage of male graduates working full-time.

- The percentage of graduates employed in permanent positions improved over the three-year period: 81% of those employed were in permanent positions in 2002 compared to 69% employed in such positions in 2000.

- In the time between graduation and 2002, most graduates, (65%) had had two employers or less. Graduates within this group were slightly more likely to have found employment in a field related to the training completed, than were graduates who had had three or more employment positions since graduation.

- Since graduation, 17% of the graduates contacted who were employed during the reference week had lived or worked outside of New Brunswick.

- Approximately one-third (33%) of graduates contacted had returned to school or training at some point since July 1999. Among those who had returned to school, 62% returned for additional education or training in the same field of study as that completed through the NBCC.

- Overall, 84% of graduates indicated that the NBCC had done an excellent (39%) or good (45%) job of preparing them for employment in a related field.

- Approximately one third (32%) of graduates contacted indicated that they had developed other skills or abilities during their training at the NBCC that helped them to find a job. The skills or abilities mentioned most frequently included interview/resume/job finding skills, interpersonal skills, computer skills, and communication and communicating skills.

This is the seventh Three-Year Graduate Follow-Up survey completed for the New Brunswick Community College, and the information collected is fairly similar to that collected in the most recent report published in 2001.

Analysis of the information presented (see following chart) related to the number of jobs (based on the number of employers) held provides the basis for the following observations:

- People employed during the reference week were almost as likely to have had one job (35%) as they were to have had two jobs (31%) as they were to have had three or more jobs (34%).

- Those who held three or more jobs (employers) were less likely than those with one or two employers to be employed in directly related employment in the reference week; and

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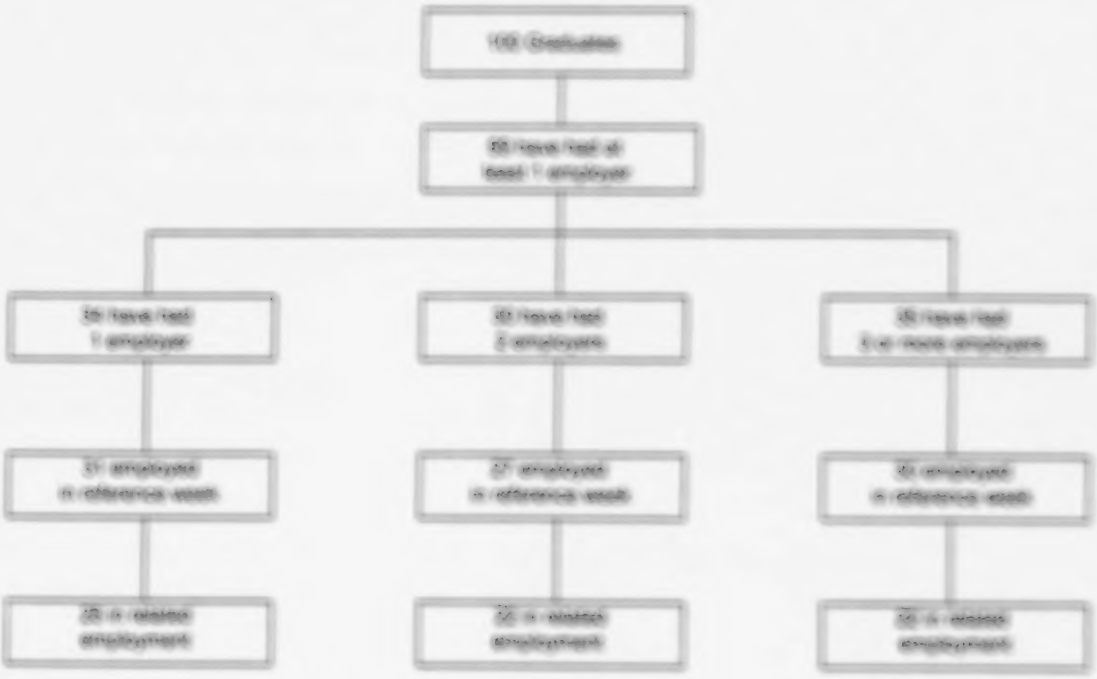
- Those who held one job (had one employer) were significantly more likely (92%) to have been in a position related to their training than those who held two (81%) or three or more positions (73%).

Three Years Following Graduation


100 Graduates
89 have had at least 1 employer
35 have had 1 employer
43 have had 2 employers
10 have had 3 or more employers
31 employed in reference field
27 employed in reference field
8 employed in reference field
28 in related employment
25 in related employment
7 in related employment

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1.0 Introduction

This report presents a summary of the findings from the 2002 Three-Year Graduate Follow-up Survey of 1999-00 Graduates of the New Brunswick Community College and the New Brunswick College of Craft and Design. This survey was commissioned by the Department of Training and Employment Development (the Department) and completed by Corporate Research Associates Inc. (CRA).

The following sections present background information for the survey, the methodology employed, a comparison of survey and graduate populations and the findings from the three-year follow-up study.

The format and nature of the data presented throughout the report is based on guidelines specified and used by the Department of Training and Employment.

2.0 Survey Background

The employment activities and labour force involvement of graduates of the New Brunswick Community College (NBCC) have been tracked annually since 1993. In 1998, the Department, then known as the Department of Advanced Education and Labour, completed the first three-year follow-up survey with graduates from the Class of 1992-93. Since 1998, three-year follow-up surveys have been conducted annually.

As with previous three-year follow-up surveys, the 2002 survey was designed to provide an overview of the graduates' experiences over the three-year period following completion of their programs of study.

The objectives specified for the project focussed on the development of information about the graduates' employment and additional education or training since graduation. Specifically, the 2002 survey was designed to:

- determine the current (2002) employment status of graduates of regular programs of the 1998-99 academic year;
- generate information on the labour force activities of graduates since completion of their program of study at the NBCC;
- determine the relationship between the training program completed and employment positions held since completion in 1998 - 1999;
- generate information about additional education and training experiences of graduates since completion of the program at the NBCC;
- generate information about the migration patterns of graduates; and
- obtain the graduates' assessments of their community college experience.

The section which follows presents the methodology employed to achieve the stated objectives.

3.0 Survey Methodology

The Department provided CRA with a data base of the original listing for 2,215 graduates of regular programs at the NBCC in 1998-99. This data file also contained updated contact information obtained from the 2000 survey with these graduates. In reporting data from this survey, 2,215 graduates of regular programs constitute the base for calculation of graduate population statistics.

The research instrument was designed by The Department staff in consultation with the NBCC prior to the contract award. CRA adapted the instrument for use with the firm's computer-assisted data collection system (CATI).

Telephone interviews were conducted for this research and contacts were attempted with all graduates of regular programs, regardless of their current area of residence. Graduates were assured of absolute confidentiality of responses in keeping with professional research standards. Interviewers understood the project objectives and were trained in the use of the final research instrument prior to the start of data collection.

All contacts were completed in the official language of choice of the graduate. Contact efforts were conducted over a period of 45 days between March 15th and April 30th, 2002. Data collection was halted on Good Friday and Easter Sunday. All working numbers not reached on the first attempt were called at least five additional times in order to attempt to complete the interviews.

Calculation of the survey response rate is based on the total completed interviews as a percentage of total graduates. The response rate for this study was 61% (1,347 completed interviews with a total graduate population of 2,215). The primary reason for non-contact was the lack of a current telephone number rather than a graduate's refusal to participate in the study.

Following completion of data collection and coding of all open response items, the Department was provided with initial frequencies for survey items and a data set in an SPSS system file. The following section compares the survey population with the graduate population from which they were drawn.

4.0 Graduate and Survey Populations

Since the information generated from the 2002 survey is to be used to describe the overall population of graduates from regular programs, it is essential to demonstrate that the survey population (respondents) is representative of the overall 1998-99 graduate population.

The chosen method of testing the representativeness of the survey population was to assess survey response rates for each program. As noted, the overall response rate was 61%. Table A-1 in Appendix A presents information on survey response rates for each program offered through the NBCC.

Of the 147 individual regular programs available to the Class of 1998-99, CRA completed interviews with graduates from 130 programs. The programs from which graduates were not contacted included:

- Agricultural Techniques
- Applied Photography
- Applied Quality
- Boat Building II
- Call Centre Operations
- Civil Engineering Technology II – Surveying
- Culinary Techniques
- Electronics Engineering Technology II – Industrial Controls
- Electronics Engineering Technology III – Data Systems (Co-Op)
- Electronics Engineering Technology III – Indus. Controls (Co-Op)
- Fabric Surface Design III
- Graphic Design II
- Jewellery Making II
- Native Arts Studies
- Printing Techniques III (Co-Op)
- Radio Broadcasting II
- Textiles III

While most programs had an acceptable response rate, at or above 50%, graduates from several programs were more difficult to locate. Table 1 summarizes the response rates for these programs.

Table 1
Programs with Low Response Rates
(2002)

Programs	# of Regular Graduates	2002 Response Rate
Electronics Engineering Technology II – Avionics	15	20%
Refrigeration and Air Conditioning Technician	19	26%
Building Services Engineering Technology II	11	27%
Aircraft Maintenance I	14	29%
Hospitality & Tourism – Travel & Tourism Operations II	17	29%
Network Design and Admin Tech.	16	31%
Fashion III	6	33%
Knowledge Engineering Technology II	6	33%
Marine Navigation	6	33%
Vocational Forest Worker	6	33%
Welding Technician	9	33%
Aircraft Maintenance II	11	36%
Medical Laboratory Technology II	8	38%
Clay III	5	40%
Marine Diesel Mechanic	20	40%
Wood Processing Techniques	15	40%
Webmaster	19	42%
Agricultural Technology II	9	44%
Animation and Graphics II	16	44%
Business Technology II – Information Systems Specialist	11	45%
Computer Programming Technology II – Programming & Analysis	22	45%
Industrial Maintenance Technician II	11	45%
Mechanical Engineering Technology II – Manufacturing	11	45%
Multi-Media Learning Technology	17	47%
Business Software Specialist	21	48%

CRA attempted to contact 100% of graduates in programs with enrolment of 10 or less. In the overall population, there were 337 graduates from such programs and CRA contacted 202 or 60% of these graduates.

Table 2 presents information that allows a review of the representativeness of the survey population. The survey and graduate populations for regular programs are comparable in terms of gender and age distribution. The survey population is also representative of the graduate population in relation to the college at which the programs were completed.

Table 2
Population - Sample Comparison (Regular Program Graduates)

Characteristics	Graduate Population	Survey Population (Respondents)
Total Number	**2,215**	**1,347**
Gender	100%	100%
Males	56%	55%
Females	44%	45%
Age as of Survey Contact	100%	100%
24 or Younger	40%	43%
25-29	36%	35%
30-39	15%	14%
40-49	8%	7%
50+	1%	1%
College	100%	100%
Bathurst	15%	15%
Campbellton	6%	7%
Dieppe	9%	9%
Edmundston	5%	5%
Miramichi	8%	7%
Moncton	20%	19%
NBCCD	2%	1%
Saint John	20%	23%
St. Andrews	8%	7%
Woodstock	7%	7%

The average age of graduates in 2002 is 28 as is that of the sample contacted. Table A-1 contains a breakdown of the average age of respondents within each program contacted. This table also presents information on the gender distribution within programs.

At the time of contact for this three-year follow-up survey, respondents were residing in the following areas:

- 91% in New Brunswick;
- 2% in Ontario;
- 2% in Nova Scotia;
- 2% in Quebec;
- 2% in other Canadian provinces; and
- <1% other.

The information in Table 2 and that in Table A-1 indicate that the survey population provides a solid base from which to generalize about the total population of graduates, with the exception of the seventeen programs whose graduates were not contacted.

5.0 Research Findings

This narrative summarizes the key survey findings related to the research objectives. Detailed tables in Appendix A provide information at the program level.

The presentation of information begins with the labour market involvement of graduates contacted. Wherever possible, information collected in the 2002 survey is compared to the information collected from this same group of graduates in the one-year follow-up survey in 2000.

5.1 Labour Force Participation and Employment Rates

According to accepted Statistics Canada definitions, respondents can be grouped into three mutually exclusive categories:

- **employed**: represents graduates who are employed at a job or business either full-time (30 hours per week or more) or part-time (less than 30 hours per week);

- **unemployed**: represents graduates not working but looking for work as well as those who have accepted a full-time job to start in the near future; and

- **not in the labour force** (NILF): represents graduates who are not working and not looking for work or graduates who are unavailable for work.

Using these definitions, the **labour force** consists of employed and unemployed graduates and the **labour force participation rate** is the number of graduates in the labour force as a percentage of all graduates.

5.2 Labour Force Participation Rates

During the reference week of March 10th, 2002:

- 89% of survey respondents were in the labour force; and
- 11% were not in the labour force at the time of contact (not actively seeking employment or not available for work).

The labour force participation rate for male graduates was slightly higher than for females (89% compared to 88%).

When contacted in 2000, labour force participation rates for male and female graduates of regular programs were the same at 96%.

Table A-2 in Appendix A presents information on labour force participation rates for each program. A review of the information in this table provides the basis for the following observations:

- Graduates from twelve programs (2 of which had 10 or more graduates contacted) had participation rates less than 70%: Aircraft Maintenance II, Clay III, Tourism Techniques II, Vocational Forest Worker (each with 50%), Integrated Services Counsellor II - Community (56%), Biotechnology II (Co-Op) (57%), Business Technology II - Investment Management (60%), Civil Engineering Technology II-General Const., Heavy Equipment Service Tech., Interior Design II, Office Accounting Specialist, and Welding Technician (each with 67%).
- Graduates in 60 of the 130 programs contacted (46% of programs) had a 100% labour force participation rate.

5.3 Employment Rate

According to Statistics Canada, the unemployment rate is the number of unemployed graduates as a percentage of the number of graduates in the labour force. For the purpose of this report, the employment rate is the number of employed graduates as a percentage of graduates in the labour force.

During the survey reference week of March 10th, 2002:

- the employment rate for graduates (based on the above definition) was 89%; and
- the unemployment rate was 11%.

In 2000, the employment rate for graduates of regular programs was the same as in 2002 (89%) and the unemployment rate at that time was also 11%.

There was a difference observed in the employment rates for male and female graduates:

- the overall employment rate for females was 93% compared to a rate of 86% for males; however,
- 97% of the males employed were working full-time in the reference week compared to 89% of the females working full-time.

A review of the information presented in Table A-2 provides the basis for the following observations:

- graduates in 57 of the 130 programs (44%) contacted had an employment rate of 100%; and
- graduates in 3 of the 130 programs (2%) had employment rates at or below 50%: Aircraft Maintenance II (50%), Computer Integrated Manufacturing (50%), and Welding Technician (50%).

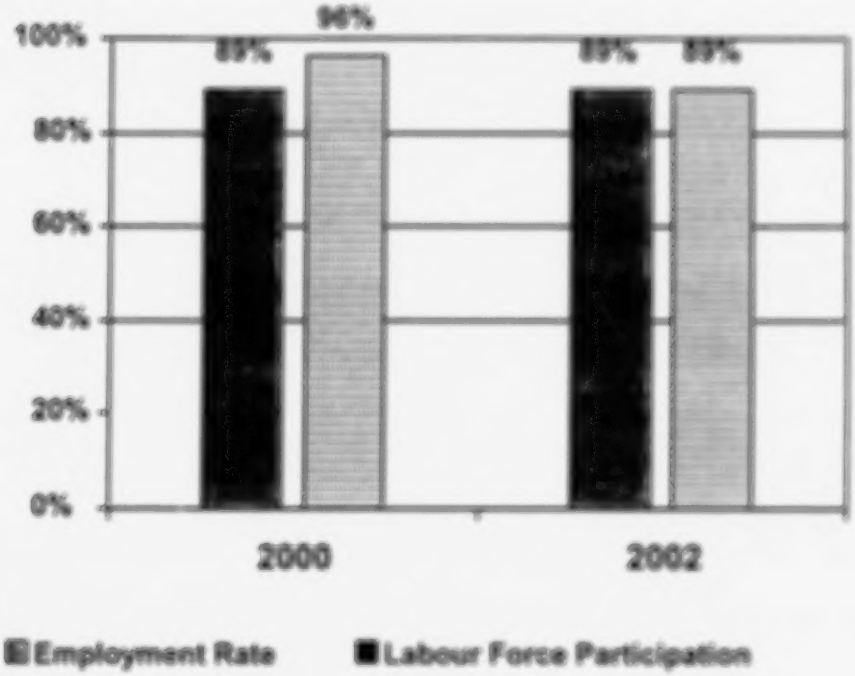
5.4 Comparative Labour Force Participation and Employment Rates

Chart 1 presents a summary of the information collected about labour force participation and employment rates for the Class of 1998-99 at the one-and three-year intervals following completion of their community college programs.

Based on the information in Chart 1, one can observe that while the labour force participation rate has decreased from 96% to 89% over the two-year period since 2000, the employment rate has remained the same.

Chart 1

Labour Force Participation and Employment Rates



5.5 Employment in New Brunswick

The residence patterns of employed graduates were similar to the overall sample. Among employed graduates contacted:

- 89% resided in New Brunswick;
- 3% were in Nova Scotia;
- 2% were in Quebec;
- 2% were in Ontario;
- 3% were in other provinces / territories; and
- 1% were outside Canada.

In 2000, 93% of employed graduates were working in New Brunswick compared to the 89% in 2002, a decrease of four points in the percentage of employed graduates who reside in New Brunswick.

Table A-6 in Appendix A presents the relocation patterns of survey respondents.

5.6 Employment Related Training

Among survey respondents:

- 61% of those employed were in positions which they described as directly related to the training they received through the NBCC;
- 21% of those employed were in positions which they described as indirectly related to the training received; and
- 19% of those employed were in positions which they described as not at all related to the training received through the NBCC.

Table A-3 in Appendix A provides a summary of related employment by program.

When contacted one year following graduation, the Class of 1998-99 reported a similar pattern with 62% in positions described as directly related and 18% in positions described as indirectly related to the training received at the NBCIC.

3.7 Hours of Work

Within the survey population contacted, 93% of employed graduates were working in full-time positions, averaging 41 hours in the reference week.

Table 3 presents a summary of work patterns for male and female members of the class of 1998-99 and indicates that there has been a very little change in the percentage of graduates who worked full-time hours over the 2000 - 2002 period. The percentage of females employed full-time has decreased ever so slightly by one percentage point and the percentage of males employed on a full-time basis remained unchanged.

Table 3
Employment Patterns Reported in 2000 and 2002

	2000	2002
Employed Full-time	93%	93%
Males	97%	97%
Females	89%	88%
Employed Part-time	7%	7%
Males	3%	3%
Females	10%	11%

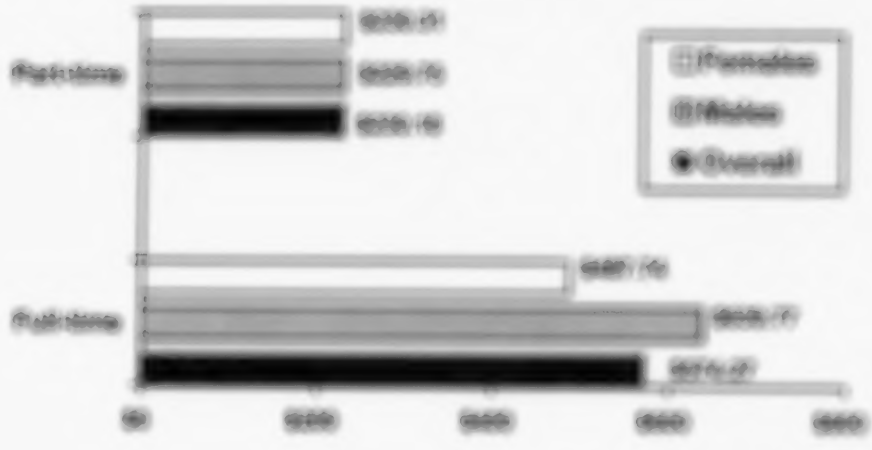
6.6 Average Weekly Earnings

The average earnings for graduates with full-time and part-time hours in the reference week are summarized in Chart 6.

Chart 6

Wage Levels by Gender and Hours Worked

1999-00 Graduates in 2000



Details on the full-time earnings by program are presented in Table 6.3 in Appendix 6. A review of the information in Table 6.3 indicated that there were wide variations in earnings in relation to the program completed.

- The full-time wages in the reference week ranged from a low of $30 to a high of $2,200. The standard deviation for the wage distribution was $255.28 and the mean was $574.37.
- When contacted in 2000, graduates of regular programs in full-time positions reported wages within a range of $40 to $2,220 with an average of $480.

- Average weekly wages in the 2000 reference week for graduates in positions which were directly related to the program of study completed at the NBCC ranged from $90 to $5,000, averaging $577.89. This compares to an average of $563.00 for graduates in directly related positions in June 2000 within a range of $70 - $5,000.

- Wages also varied in relation to gender. For example, the average weekly wage for a male graduate working full-time in the reference week was $638.77 compared to an average of $487.76 for female graduates in full-time positions.

Table 8 compares the wage information for graduates based on gender. Information is presented for 2000 and 2005. Table 9 compares wages in the reference week for positions directly related to training for graduates in 2000 and in 2005. In Table 9, the number of respondents within each program totalled at least 10 graduates in both survey periods. Additional analysis of the average wages reported in 2000 and 2005 and the information in Tables 8 and 9 provides the basis for the observations which follow.

- Overall, average weekly earnings increased by 18% over the 2000 - 2005 period for graduates employed full-time.

- Graduates employed in positions that were directly related to the program completed at the NBCC experienced a 17% increase in the average weekly income over the 2000 - 2005 period as shown in Table 9.

Table 4
Reported Earnings of Regular Program Graduates
Full-time Employment (2000 - 2002)

	2000	2002
Employed full-time (as a % of employed)	93%	93%
Average Hours Worked - All	42.2	41.1
Males	44.0	42.6
Females	40.0	39.2
Average Weekly Earnings (F-T)	$486.55	$574.27
Males	$535.05	$639.77
Females	$423.94	$487.74
Employed part-time	7%	7%
Average Hours Worked - All	18.7	18.2
Males	20.6	17.7
Females	18.5	18.7
Average Weekly Earnings (P-T)	$205.00	$230.18
Males	$179.15	$229.75
Females	$213.00	$230.31

[1] Full-time is defined as 30 hours or more per week.

Table 5
Comparative Wages in Reference Week within NBCC Programs
(Full-time, Directly-related Positions)

Program Title	Respondents 2002	Average Reference Week Wage		% Change
		2000	2002	
Overall	426	$507.32	$595.07	17%
Admin. Assistant	12	$395.06	$505.33	28%
Automotive Service Technician	10	$383.20	$448.50	17%
Child Care	11	$291.05	$298.36	3%
Computer Programming Technology II - Technician & Network	14	$427.55	$597.50	40%
Machinist	11	$405.81	$533.64	32%
Nursing Assistant	25	$510.75	$544.08	7%
Office Techniques II	10	$387.91	$438.90	13%
Office Technology (60 wk)	12	$398.74	$407.50	2%

Table 6 presents an overview of wages in the same employment positions that were directly related to the training completed at the NBCC. At least 10 graduates in each position reported wages.

Table 6
Comparative Wage Information for Specific Occupations

National Occupational Classification		# Employed 2002	Average Reference Week Wage 2000	Average Reference Week Wage 2002	% Change
	Overall	426	$507.32	$595.07	17%
1453	Customer Service, Information, and Clerks	12	$420.83	$452.08	7%
2163	Computer Programmers	21	$606.77	$724.95	20%
3233	Registered Nursing Assistant	20	$487.57	$544.20	11%
5241	Graphic Designers	14	$469.85	$553.86	18%
7231	Machinists	20	$434.56	$501.75	16%
7321	MV Mechanics, Techs, and Mech. Repairers	20	$387.44	$501.75	30%

Table 7 compares wages for both surveys for full-time positions which were directly, indirectly and not related to the training completed at the NBCC.

Table 7
Comparative Average Wage Information

	Average Wage in Reference Week		
	2000	2002	% Changes
Overall	$486.55	$574.27	18%
Directly related	$507.32	$595.07	17%
Indirectly related	$456.53	$589.29	29%
Not at all related	$440.38	$486.92	11%

While graduates were doing better, overall, data indicate that those in positions that indirectly related to their training experienced higher wage gains over the period although graduates in employment directly related to the training had higher average wages.

In 2000, males working in full-time positions reported an average wage of $538.05 compared to females in full-time positions who reported an average wage of $423.94. In 2002, the earnings of male graduates had increased by 19% to $639.77. The earnings of female graduates in full-time positions increased by 15% to $487.74.

In 2000, female graduates working full-time were earning approximately 79% of earnings of males working full-time. In 2002, females working full-time were earning approximately 76% of earnings of males working full-time. The wage gap between the earnings of male and female graduates in full-time positions has decreased by approximately three percentage points between 2000 and 2002.

In reviewing the various occupations represented among the graduates, it was noted that certain occupations tended to be populated by one gender or the other. For instance, in this study, those whose occupations were listed as welding, machining, tooling inspections, industrial mechanics, and motor vehicle technicians were male. Those whose occupations were listed as receptionists and switchboard operators, hotel front desk clerks and visiting homemakers were female. In addition, those listed as registered nursing assistants, nurses' aides and orderlies, office clerks and secretaries, while not represented exclusively by females, were predominantly so.

5.9 Employment Status

Each respondent provided information about the employment status of their main job in the reference week. Table 8 compares the employment status of 2000 with that of 2002. More graduates were employed in permanent positions in the reference week in 2002 than was the case in 2000.

Table 8
Comparison of Employment Status for Main Position in Reference Week

	2000	2002
Permanent Positions	69%	81%
Temporary Positions	30%	13%
Self-employed	1%	2%
Other (Casual/contract work)	-	4%

5.10 Time in Current Employment

Graduates employed in the reference week had worked in that position for an average of 21 months (assuming a starting date of July 1st, 1999 and a maximum of 33 months).

With respect to the main employment during the reference week (n=1,043):

- 15% had been employed for 6 months or less;
- 13% had been employed between 7 and 12 months;
- 23% had been employed between 13 and 24 months;
- 25% had been employed between 25 and 32 months; and
- 24% had been employed for the full 33-month period.

5.11 Work Situation in Reference Week

Each survey respondent described their work situation in the reference week. Information about the various work situations for graduates of each program is presented in Table A-4 in Appendix A. As evidenced in Chart 3, the majority of graduates (91%) were working for one employer.

Chart 3

Work Situation in Reference Week (n=1065)

Table 9 compares the work situation of graduates in 2000 and 2002 and indicates that there has been little change over the three years since graduation.

Table 9
Work Situation in Reference Week
Graduates of Regular Programs

	2000	2002
One Employer	90%	91%
More Than One Employer	8%	5%
Employed/self-employed	<1%	2%
Self-employed Only	2%	2%

5.12 Summary of Graduate Employment

Table 10 summarizes the reference week employment information about the Class of 1998-99 when they were contacted at the one-year and three-year intervals.

Table 10
Comparative Information for the Class of 1998-99

	2000	2002
Labour Force Participation Rate	96%	89%
Employment Rate	89%	89%
Percent of Those Employed Working full-time	93%	93%
Average Weekly FT Wage	$486.55	$574.27

The information in Table 10 indicates that fewer graduates are in the labour force three years after graduation, but those who are in the labour force are equally likely to be employed and equally likely to be employed full-time. They are also likely to be earning 18% more in wages, overall.

5.13 Graduates Not Working in Reference Week

This section provides a summary of the 21% of graduates (n=282) who were not working in the reference week. Those not working include both those who were unemployed (that is seeking employment) and those who were not in the labour force (NILF).

Within this group:

- 46% were actively seeking employment or waiting for a job to start (within four weeks of the reference week); and

- 54% were not in the labour force.

The primary reasons for not working in the reference week were as follows:

- 28% were attending additional education or training on a full-time basis;
- 15% stated that they were unable to find work;
- 12% were not working because of illness/disability;
- 10% were awaiting recall for a previous employment position or on lay-off;
- 9% were unable to work because of personal or family responsibilities;
- 7% were not working due to a lay-off;
- 4% were unable to find work related to their NBCC training;
- 4% were not working because of seasonal employment; and
- 11% cited a variety of other reasons.

Among those not employed:

- men were more likely to be looking for work (49%) than were women (29%); and
- women were more likely to be out of the labour force (65%) than were men (47%).

5.14 Overall Employment Since Graduation

Overall, approximately 99% of the class of 1998-99 held at least one job (had at least one employer) since completing their program of study at the NBCC. Table A-5 in Appendix A provides the employment history by program of respondents since graduation.

Most graduates completed their training in June 2000; however, some completed their training earlier in that academic year. Therefore, it was necessary to establish a common reporting period in order to generate consistent information related to employment. For the purposes of this survey, a 33-month period for measurement of employment patterns (July 1999 - March 2002) was established for this study.

Over the 33-month period, survey respondents held an average of 2.3 different employers and worked an average of 27 months. Within this 33-month period, respondents averaged 22 months in positions indirectly or directly related to their program of study.

Within the group of respondents:

- In 1999, the same year in which the NBCC program was completed, 90% started their first job;
- 8% started their first job (since completing the NBCC program) in 2000; and
- 2% found their first employment (since completing the NBCC program) in 2001 or later.

Among those contacted:

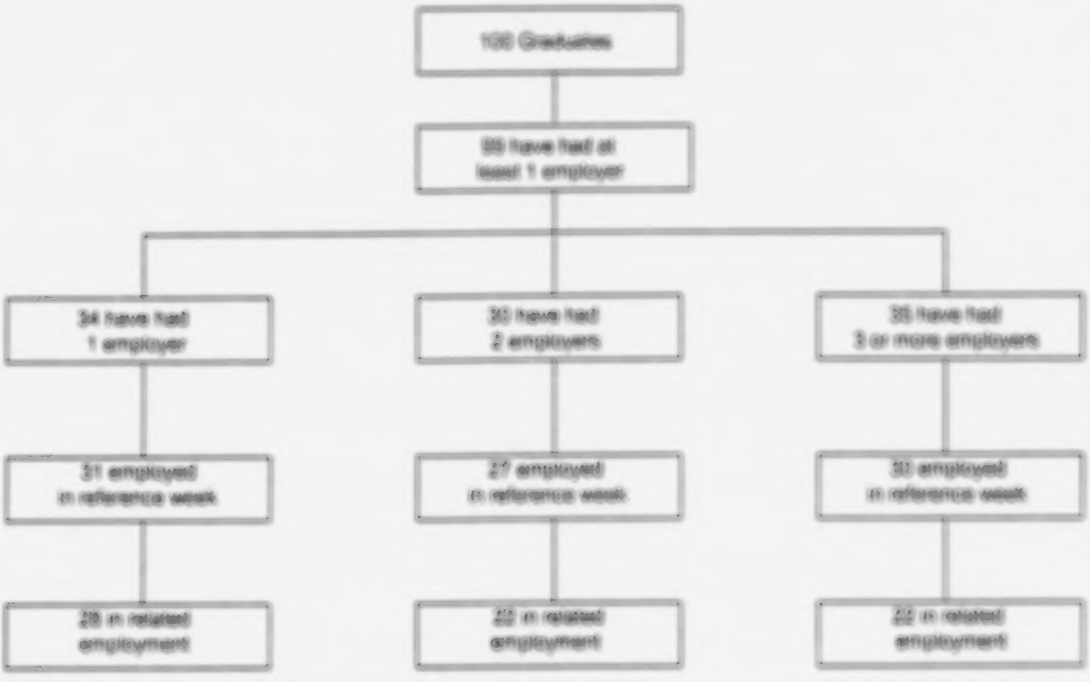
- 34% have had one employer;
- 30% have had two employers;
- 35% have had three or more employers;
- less than 1% have not worked since completion of their program.

Chart 4 presents an overview of the employment patterns for graduates within the context of an index in which the total population of graduates is represented by an index score of 100. Using survey data, Chart 4 demonstrates that 99 graduates out of 100 have had employment since graduation; of those, 34 graduates have had only one employer since graduation, and 31 graduates of this group were employed in the reference week with 28 of those in positions related to their area of study.

Overall, 30% of the graduates who reported that they had had at least one employer had had two jobs (employers) and 35% had had three or more employers.

Chart 4

Three Years Following Graduation


100 Graduates
99 have had at least 1 employer
34 have had 1 employer
30 have had 2 employers
35 have had 3 or more employers
31 employed in reference week
27 employed in reference week
33 employed in reference week
28 in related employment
22 in related employment
22 in related employment

Analysis of the information related to the number of jobs held provides the basis for the following observations:

- there was little difference in the probability of reference week employment in relation to the number of jobs held since graduation, if two or less. Graduates with one (91%) or two (90%) jobs were almost equally likely to be employed in the reference week;

- those who held three or more jobs were slightly less likely (86%) than those with one or two jobs to be employed in the reference week; and

- those who held one job were significantly more likely (90%) to have been in a position related to their training than those who held two (81%) or three or more positions (73%).

5.15 Migration of Graduates

Approximately 17% of respondents have resided outside the province at some point since completion of the 1998-99 academic year. Almost two-thirds (63%) of those who relocated did so in order to find employment while 37% relocated for other reasons. Table A-6 in Appendix A presents information about graduate relocation by program.

An **employed** graduate who left New Brunswick to find employment required an average of 1.5 weeks to find a job. Among those who relocated for employment, 52% apparently arranged employment prior to relocation as no time was reported for an out-of-province job search.

5.16 Additional Education and Training

Within the respondent group contacted, 438 or 33% of the graduates had returned to school/training at some point over the 33-month period following graduation.

Among those who had returned to school (n=438):

- 62% returned to an education/training program in the same field of study as that completed through the NBCC; while
- 38% returned to a different area of study.

Among those who had returned to school at the time of contact:

- 66% had completed the additional education prior to contact; while
- 34% were enrolled in a program at the time of contact.

Among those who were involved with additional training/education at the time of contact for the survey (n=146):

- 58% were attending as full-time students, and
- 42% were attending as part-time students.

Among those who had returned to school and were employed when contacted (n=311), approximately 29% (n=87) returned to school in order to qualify for their current position. Within the total group of respondents who have enrolled in other education programs since graduation, 17% (n=72) reported that they were in an apprenticeship program in the reference week.

Detailed information about education, training and apprenticeships following completion of a program at the NBCC is presented in Table A-7 in Appendix A.

5.17 Evaluation of NBCC Programs

Each respondent was asked the following question:

> *In general would you say that your program did an excellent, good, fair or a poor job of preparing you for employment in a related field?*

Table A-8 in Appendix A presents a summary of the responses provided by respondents within each program. Chart 5 presents an overall summary of the evaluations provided. Table 11 compares the evaluations of job preparedness provided by graduates when they were initially surveyed in 2000, with the information provided in this survey.

[illegible]

Program Rating for Job Preparedness on [illegible]

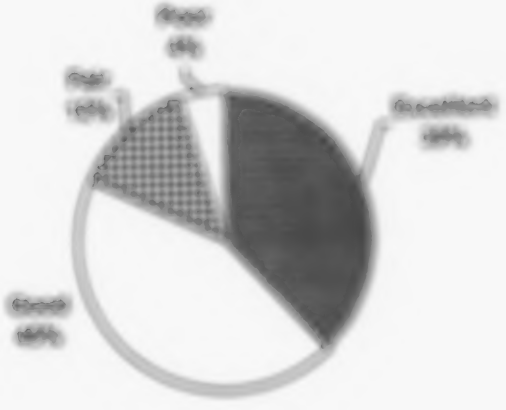


Table III does not suggest any significant shift in the overall evaluation of programs in terms of preparation for employment in a related job.

Table IV
Evaluation: Preparedness for Employment in a Related Field

	2000	2002
Excellent	31%	39%
Good	44%	41%
Fair	13%	16%
Poor	3%	4%
Total	100%	100%

Table IV presents an overview of the evaluations provided by respondents in relation to employment in the reference week in 2000 and 2002. The information in Table IV demonstrates that a similar pattern existed for both survey periods with those unemployed more likely, as would be expected, to provide a lower evaluation for job preparedness. The differences in overall evaluations increased over the period between follow-up surveys.

Table 15
Program Evaluation by Labour Force Status

	Overall	Employed	Unemployed	Not in Labour Force
###	##%	##%	##%	##%
Excellent	##%	##%	##%	##%
Good	##%	##%	##%	##%
Fair	##%	##%	##%	##%
Poor	##	##	##	-
###	##%	##%	##%	##%
Excellent	##%	##%	##%	##%
Good	##%	##%	##%	##%
Fair	##%	##%	##%	##%
Poor	##	##	##	##

3.10 Additional Skills Developed at NSCC

In addition to an evaluation of the way in which the NSCC programs prepared graduates for employment in a related job, respondents were asked the question which follows:

> *In addition to occupational skills, were there any other skills or abilities that you developed during your training at NSCC which helped you in that job?*

Overall, ### respondents (##%) identified an additional skill or ability. Table 16 presents the skills identified by the overall sample.

Table 13

Skills identified	Of those mentioning a skill (n=436)
Interview/resume/job finding skills	16%
Interpersonal skills	12%
Computer skills	10%
Communication skills	7%
Hands on experience/work placement	6%
Communications	6%
Not specific	3%
Confidence/self esteem	3%
Business skills	3%
Public speaking	3%
Leadership	3%
Reading	3%
Language Skills	3%
Other	25%

6.0 Conclusion

This narrative, combined with the tables presented in Appendix A, provides a summary of the information collected from the three-year follow-up survey of graduates of the New Brunswick Community College regular training programs in the 1998-99 academic year. This is the sixth study of its type completed in New Brunswick, and the information collected is remarkably similar to that reported in 2000, suggesting that NBCC graduates follow similar patterns in the three-year post -NBCC period.

Some of the key findings from this survey are summarized in the points that follow.

- The participation rate for graduates decreased from 96% in 1999 to 89% in 2002; however, the employment rate for graduates remained unchanged at 89% in both 2000 and in 2002.

- Graduates working full-time were averaging 41 hours of work per week and had average full-time earnings of $574.27 per week, 18% higher than these same graduates were earning in 2000.

- The economic disparity between males and females continued to be in evidence three years after graduation with female graduates working full-time hours earning approximately 76% of the average amount earned by male graduates working full-time hours. The 76% represents a decrease of three percentage points over the relative position of female to male graduates' wages when the Class of 1998-99 was initially contacted in 2000.

- Graduates gained in the percentage employed in permanent positions over the three-year period: 81% of those employed were in permanent positions in 2002 compared with 69% employed in such positions in 2000.

- Among graduates, 64% have held two employment positions (**had two employers**) or less since graduation with graduates within this group being more likely to have found employment in a field related to the training received than graduates who found three or more employment positions since graduation.

- Approximately 17% of the graduates contacted had resided outside the province at some point since completion of their 1998-99 academic year.

- Approximately 33% of graduates contacted had returned to school or training at some point since July 1999 with 62% choosing to return for additional education or training in the same field of study as that completed through the NBCC.

- Overall, 84% of graduates indicated that the NBCC had done an excellent (39%) or good (45%) job of preparing them for employment in a related field.

- Approximately 32% of graduates contacted indicated that they had developed additional skills or abilities during their training at the NBCC that helped them to find a job. Among those mentioning a skill, the skills or abilities mentioned most frequently included interview/resume/job finding skills, interpersonal skills, computer skills, and communication skills.

APPENDIX A

Table A-1
Survey Response Rate by Program

PROG. #	PROGRAM	Total Graduates	Total Respondents	Response Rate	# Respondents Females	# Respondents Males	Average Age Respondents
	Overall	**2215**	**1347**	**61%**	**610**	**737**	**28**
193	Accommodation, Food & Beverage Service II	11	7	64%	6	1	24
1426	Administrative Assistant	77	48	62%	43	5	32
2138	Agricultural Technology II	9	4	44%	1	3	27
194	Agriculture II	10	6	60%	2	4	27
8	Aircraft Maintenance I	14	4	29%	-	4	24
2458	Aircraft Maintenance II	11	4	36%	-	4	27
2433	Animation & Graphics II	16	7	44%	-	7	25
9	Aquaculture Technician	9	6	67%	3	3	28
2460	Automotive Marketing & Business Studies II	12	10	83%	1	9	27
121	Automotive Service Technician	64	38	59%	-	38	26
1195	Beef Management	1	-	-	-	-	-
1592	Bilingual Medical Transcription Techniques II	8	5	63%	5	-	28
2034	Bilingual Office Techniques II	11	9	82%	9	-	24
1591	Bilingual Secretarial Technology II	23	18	78%	17	1	28
2189	Biotechnology II (Co-Op)	10	7	70%	6	1	27
2017	Building Services Engineering Technology II	11	3	27%	-	3	25
2162	Business Software Specialist	5	5	100%	-	5	27
25	Building Systems Technology II	63	41	65%	30	11	27
26	Business Technology II - Accounting	9	5	56%	3	2	28
1598	Business Technology II - Administration	12	8	67%	3	5	32
2125	Business Technology II - Call Center Administration	12	7	58%	5	2	25

Table A-1
Survey Response Rate by Program

PROG. #	PROGRAM	Total Graduates	Total Respondents	Response Rate	# Respondents Females	# Respondents Males	Average Age Respondents
	Overall	**2215**	**1347**	**61%**	**610**	**737**	**28**
2256	Business Technology II - Information Systems Specialist	8	5	63%	3	2	28
29	Business Technology II - Information Technology Management	41	29	71%	7	22	28
2215	Business Technology II- Marketing	11	5	45%	4	1	28
1772	Business Technology II- Investment Management	11	6	55%	3	3	26
1773	Business Technology III Transport (Co-Op)	11	8	73%	1	7	25
2575	Business Technology III - Marketing (Co-Op)	21	10	48%	10	-	31
2469	Call Centre Industry Skills	49	26	53%	20	6	32
1299	Chemical Technology III (Co-Op)	7	5	71%	2	3	29
66	Child Care (Orig.Day Care)	43	27	63%	26	1	25
41	Civil Engineering Technology II - Architectural	6	4	67%	2	2	26
730	Civil Engineering Technology II - Construction Management	12	8	67%	1	7	28
276	Civil Engineering Technology II - General Construction	12	9	75%	-	9	26
43	Civil Engineering Technology - Geomatics II	10	7	70%	-	7	27
45	Civil Engineering Technology II - Highway & Municipal	8	4	50%	2	2	25
2634	Civil Engineering Technology II - Structural	12	10	83%	3	7	27
2631	Civil Engineering Technology - Building Services II	4	2	50%	1	1	32
503	Clay III	5	2	40%	2	-	25
2030	Communication Arts II - Video and TV Production	8	7	88%	-	7	26
52	Communication Arts - Graphic Arts II	11	8	73%	5	3	24
53	Communication Arts - Journalism II	10	6	60%	3	3	27
54	Communication Arts - Photography II	10	6	60%	4	2	26

Table A-1
Survey Response Rate by Program

PROG. #	PROGRAM	Total Graduates	Total Respondents	Response Rate	# Respondents Females	# Respondents Males	Average Age Respondents
	Overall	**2215**	**1347**	**61%**	**610**	**737**	**28**
758	Communication Arts - Radio Broadcasting II	6	5	83%	1	4	26
2572	Communication Arts - Video & TV Production II	1	-	-	-	-	-
2116	Computer Applications In Telecommunications	22	10	45%	3	7	25
2117	Computer Engineering Technology II	40	26	65%	5	21	30
1582	Computer Integrated Manufacturing	16	13	81%	1	12	27
198	Computer Programming Technology - Programming & Analysis	10	6	60%	-	6	24
57	Computer Programming Technology II	4	4	100%	-	4	35
2118	Computer Programming Technology II - Multimedia Presentation & Realization	16	13	81%	9	4	27
177	Computer Programming Technology II - Technician & Network	30	18	60%	8	10	34
2130	Computer Systems Support	24	12	50%	3	9	29
1588	Computer Systems Technician	32	23	72%	7	16	27
59	Computerized Numerically Controlled Manufacturing	12	7	58%	-	7	26
61	Cook	36	18	50%	9	9	27
492	Correctional Techniques II	27	16	59%	9	7	25
1045	Courseware Author	1	1	100%	1	-	23
1306	Creative Graphics III	10	7	70%	4	3	26
2432	Criminal Justice II	28	18	64%	11	7	27
4	Culinary Techniques	1	-	-	-	-	-
1281	Distribution and Transportation Techniques	13	10	77%	-	10	27
2010	Educational Technology	2		0%	-	-	-
79	Electronics Engineering Technology II Communications	17	10	59%	-	10	25

Table A-1
Survey Response Rate by Program

PROG. #	PROGRAM	Total Graduates	Total Respondents	Response Rate	# Respondents Females	# Respondents Males	Average Age Respondents
	Overall	**2215**	**1347**	**61%**	**610**	**737**	**28**
2236	Electronics Engineering Technology II - Computer Systems.	29	17	59%	4	13	35
1860	Electronics Engineering Technology III - Industrial Control II(co-op)	3	-	-	-	-	-
78	Electronics Engineering Technology II Avionics	15	3	20%	-	3	24
80	Electronics Engineering Technology II - Data Systems	15	12	80%	-	12	31
81	Electronics Engineering Technology 11 - Industrial	9	5	56%	-	5	26
1300	Electronics Engineering Technology 11 - Co-op	4	3	75%	-	3	25
1716	Electronic Game Design II	14	8	57%	-	8	25
1461	Electronic Repair	8	6	75%	-	6	25
75	Electronics Technician	11	10	91%	1	9	25
1332	Environmental Technology II	27	20	74%	10	10	28
507	Fashion III	6	2	33%	2	-	27
1888	Food Technology II	2	2	100%	2	-	37
2418	Health Care Aide	15	12	80%	10	2	26
88	Heating Technician	9	5	56%	-	5	25
92	Heavy Equipment Service Technician	21	12	57%	-	12	26
1701	Hospitality & Tourism - Facility & Accommodation Operations II	13	8	62%	6	2	25
1700	Hospitality & Tourism - Restaurant & Culinary Operations II	17	5	29%	4	1	24
1702	Hospitality & Tourism - Travel & Tourism Operations II	9	5	56%	4	1	25
2231	Human Services	40	30	75%	24	6	27
1575	Industrial Chemical Technology II	12	10	83%	6	4	27
199	Industrial Engineering Technology II	9	5	56%	2	3	25

Table A-1
Survey Response Rate by Program

PROG. #	PROGRAM	Total Graduates	Total Respondents	Response Rate	# Respondents Females	# Respondents Males	Average Age Respondents
	Overall	**2215**	**1347**	**61%**	**610**	**737**	**28**
2559	Industrial Maintenance Technician II	11	5	45%	-	5	31
99	Industrial Mechanics	25	17	68%	-	17	26
1559	Integration Services Counselor II - Community	24	18	75%	17	1	26
1560	Integration Services Counselor II - Education	19	13	68%	12	1	26
1525	Interior Design II	7	6	86%	5	1	24
1718	Knowledge Engineering Technology II	6	2	33%	-	2	23
2079	Landscape	6	5	83%	1	4	24
107	Machinist	50	32	64%	-	32	26
111	Marine Diesel Mechanics	20	8	40%	-	8	28
1382	Marine Engineering	5	5	100%	-	5	30
2243	Marine Navigation	6	2	33%	-	2	32
1351	Mechanical Engineering Technology II - Manufacturing	11	5	45%	1	4	25
1703	Mechanical Engineering Technology II - HVAC	4	3	75%	1	2	28
2180	Mechanical Technician III (Co-Op)	15	11	73%	-	11	32
184	Medical Laboratory Technology II	8	3	38%	3	-	30
509	Metal 111	2	-	-	-	-	-
119	Motor Vehicle Body Repairer & Painter	26	13	50%	-	13	27
2199	Multimedia Production Design and Management II(Co-Op)	12	8	67%	3	5	29
1694	Multimedia Learning Technology 11	17	8	47%	4	4	28
1305	Native Art Studies	2		0%	-	-	-
2478	Network Design And Admin Tech.	16	5	31%	-	5	28

Table A-1
Survey Response Rate by Program

PROG. #	PROGRAM	Total Graduates	Total Respondents	Response Rate	# Respondents Females	# Respondents Males	Average Age Respondents
	Overall	**2215**	**1347**	**61%**	**610**	**737**	**28**
170	Nuclear Medicine Technology II	2	1	50%	1	-	30
126	Nursing Assistant	90	59	66%	53	6	33
2574	Office Accounting Specialist	7	6	86%	6	-	21
1503	Office Techniques II	35	19	54%	19	-	27
1617	Office Technology (60 Wk)	55	35	64%	34	1	20
805	Pharmacy Assistant	30	19	63%	17	2	24
511	Photography III	6	3	50%	2	1	24
185	Power Engineering Technology II	8	6	75%	-	6	31
255	Refrigeration/Air Conditioning Technician	19	5	26%	-	5	28
1005	Respiratory Therapy II	11	10	91%	5	5	29
460	Sales Techniques	10	9	56%	5	4	24
259	Sheet Metal Fabrication	2	1	50%	-	1	24
141	Small Business Management	14	11	79%	3	8	24
143	Small Equipment Repair	11	9	82%	1	8	25
2457	Specialty Photography II	3	2	67%	2	-	26
101	Steel Fabrication	35	20	57%	-	20	25
1501	Tele-Service	17	12	71%	8	4	25
2629	Tool & Die Technician II (Co-Op)	13	9	69%	-	9	30
2146	Tourism Techniques II	15	8	53%	7	1	25
1503	Transportation Clerk	10	5	50%	-	5	25
1202	Transportation Refrigeration Service Technician	11	6	55%	4	2	32

Table A-1
Survey Response Rate by Program

PROG. #	PROGRAM	Total Graduates	Total Respondents	Response Rate	# Respondents Females	# Respondents Males	Average Age Respondents
	Overall	**2215**	**1347**	**61%**	**610**	**737**	**28**
1016	Travel Counselor	11	6	55%	6	-	27
1129	Truck & Transport Service Technician	29	17	59%	-	17	29
17120	Virtual Reality Technology II	13	7	54%	1	6	28
1080 I	Vocational Forest Worker	6	2	33%	1	1	22
2402	Waterwater	19	9	47%	9	0	29
1109	Welding	34	22	65%	-	22	25
10305	Welding Fabrication	13	8	62%	-	8	27
1172	Welding Technician	9	3	33%	-	3	33
20015	Wood Processing Technicians	15	6	40%	1	5	37
20016	Woodworking Technology	6	5	83%	-	5	30
10119	Youth Care Worker II	12	6	50%	5	1	26

Program Number = Master Number for Program
Program = Program Name
Total Graduates = Total number of graduates in programs
Respondents = Total number of graduates who completed the three-year follow-up interview
Response Rate = Percentage of those interviewed to total number of graduates
Average Age = Average age of graduates interviewed

Table A-2
Labour Market Information

PROG. #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	1347	1184	88%	88%	82%
181	Accommodation, Food & Beverage Service II	7	7	100%	100%	57%
1670	Administrative Assistant	49	49	92%	81%	78%
2139	Agricultural Technology II	9	9	100%	100%	56%
159	Agriculture II	9	9	100%	100%	56%
9	Aircraft Maintenance I	9	9	100%	100%	100%
2459	Aircraft Maintenance II	9	9	94%	94%	100%
2600	Animation & Graphics II	7	7	100%	86%	100%
9	Aquaculture Technician	9	9	100%	67%	75%
2480	Automotive Marketing & Business Studies II	10	7	70%	100%	100%
151	Automotive Service Technician	39	39	84%	80%	78%
1189	Beef management	-	-	-	-	-
1662	Bilingual Medical Transcription Techniques II	9	9	90%	100%	100%
2039	Bilingual Office Technicians II	9	9	90%	100%	100%
1661	Bilingual Secretarial Technology II	10	10	89%	100%	91%
2189	Biotechnology II (Co-Op)	7	9	97%	75%	33%
2017	Building Services Engineering Technology II	3	3	100%	97%	33%
2182	Business Software Specialist	9	9	100%	100%	89%
20	Building Systems Technology II	41	39	93%	86%	91%
30	Business Technology II - Accounting	9	9	100%	100%	89%
1668	Business Technology II - Administration	9	9	100%	100%	78%

Table A.2
Labour Market Information

######	Program	######	######	######	######	######
	Overall	#####	#####	###	###	###
#####	Business Technology II - Call Centre Administration	#	#	###	###	###
#####	Business Technology II - Information Systems Specialist	#	#	###	###	###
##	Business Technology II - Information Technology Management	##	##	###	###	###
#####	Business Technology II Marketing	#	#	###	###	###
#####	Business Technology II Investment Management	#	#	###	###	###
#####	Business Technology II Transport (Co-Op)	#	#	###	###	###
#####	Business Technology II Marketing (Co-Op)	##	##	###	###	###
#####	Call Centre Industry Skills	##	##	###	###	###
#####	Chemical Technology II (Co-Op)	#	#	###	###	###
##	Child Care (Dip./Adv./Cert.)	##	##	###	###	###
##	Civil Engineering Technology II Architectural	#	#	###	###	###
###	Civil Engineering Technology II Construction Management	#	#	###	###	###
###	Civil Engineering Technology II General Construction	#	#	###	###	###
##	Civil Engineering Technology Geomatics II	#	#	###	###	###
##	Civil Engineering Technology II Highway & Municipal	#	#	###	###	###
#####	Civil Engineering Technology II Structural	##	#	###	###	###
#####	Civil Engineering Technology Building Services II	#	#	###	###	###
###	Dog II	#	#	###	###	###
#####	Communication (Crit. I) Video and TV Production	#	#	###	###	###
##	Communication (Crit. Graphic Crit.)	#	#	###	###	###

Table 9-2
Labour Market Information

HSOC #	Program	Total Occupations	# in Labour Force	Participation Rate	Employment Rate	# Related Employment
	(Overall)	1,597	1,168	68%	68%	60%
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
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Table A-2
Labour Market Information

PRISM #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	1347	1156	89%	89%	92%
1291	Distribution and Transportation Technicians	10	9	90%	100%	89%
2010	Educational Technology	-	-	-	-	-
79	Electronics Engineering Technology II Communications	10	8	80%	100%	75%
2236	Electronics Engineering Technology II - Computer Systems	17	17	100%	88%	94%
1890	Electronics Engineering Technology III - Industrial Control (Co-op)	-	-	-	-	-
78	Electronics Engineering Technology II Avionics	3	3	100%	100%	100%
80	Electronics Engineering Technology II - Data Systems	12	10	83%	90%	78%
81	Electronics Engineering Technology II - Industrial	5	5	100%	80%	75%
1300	Electronics Engineering Technology II - Co-op	7	3	100%	67%	100%
1716	Electronic Game Design II	8	8	100%	63%	100%
1451	Electronic Repair	6	6	100%	83%	80%
75	Electronics Technician	10	9	90%	89%	75%
1332	Environmental Technology II	20	18	90%	89%	81%
507	Fashion III	2	2	100%	100%	50%
1609	Food Technology II	2	2	100%	100%	100%
2416	Health Care Aide	12	11	92%	73%	100%
88	Heating Technician	5	5	100%	100%	80%
92	Heavy Equipment Service Technician	12	8	67%	75%	100%
1701	Hospitality & Tourism - Facility & Accommodation Operations II	8	8	100%	88%	100%
1700	Hospitality & Tourism - Restaurant & Culinary Operations II	5	4	80%	100%	100%

Table A-2
Labour Market Information

PROG. #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	1347	1194	89%	89%	82%
1702	Hospitality & Tourism - Travel & Tourism Operations II	5	4	80%	100%	75%
2231	Human Services	30	22	73%	95%	86%
1575	Industrial Chemical Technology II	10	9	90%	100%	67%
199	Industrial Engineering Technology II	5	5	100%	80%	100%
2559	Industrial Maintenance Technician II	5	5	100%	100%	80%
99	Industrial Mechanics	17	15	88%	73%	45%
1559	Integration Services Counsellor II - Community	10	10	56%	90%	89%
1560	Integration Services Counsellor II - Education	13	10	77%	100%	80%
1525	Interior Design II	6	5	83%	80%	75%
1718	Knowledge Engineering Technology II	2	2	100%	100%	100%
2579	Landscape	5	4	80%	75%	67%
107	Machinist	32	29	91%	97%	52%
111	Marine Diesel Mechanics	9	9	100%	89%	89%
1382	Marine Engineering	5	5	100%	80%	75%
2243	Marine Navigation	2	2	100%	100%	100%
1351	Mechanical Engineering Technology II - Manufacturing	5	4	80%	100%	75%
1703	Mechanical Engineering Technology II - HVAC	3	3	100%	67%	100%
2180	Mechanical Technician III (Co-Op)	11	11	100%	100%	100%
184	Medical Laboratory Technology II	3	3	100%	100%	100%
509	Metal 111	-	-	-	-	-
119	Motor Vehicle Body Repairer & Painter	13	10	77%	80%	75%

Table A-2 Labour Market Information						
PROG. #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	**1347**	**1194**	**89%**	**89%**	**82%**
2199	Multimedia Production Design and Management III(Co-Op)	8	8	100%	88%	43%
1694	Multimedia Learning Technology 11	8	8	100%	88%	86%
1305	Native Art Studies	-	-	-	-	-
2476	Network Design And Admin Tech	5	5	100%	100%	100%
178	Nuclear Medicine Technology II	1	1	100%	100%	100%
126	Nursing Assistant	59	50	85%	100%	92%
2574	Office Accounting Specialist	6	4	67%	75%	67%
1593	Office Techniques II	19	18	95%	100%	94%
1617	Office Technology (60 Wk)	35	31	89%	97%	93%
866	Pharmacy Assistant	19	18	95%	100%	67%
511	Photography III	3	3	100%	100%	67%
185	Power Engineering Technology II	6	6	100%	100%	100%
255	Refrigeration/Air Conditioning Technician	5	4	80%	100%	50%
1006	Respiratory Therapy II	10	8	80%	75%	100%
460	Sales Techniques	9	8	89%	88%	86%
298	Sheet Metal Fabrication	1	1	100%	100%	-
141	Small Business Management	11	8	73%	100%	88%
143	Small Equipment Repair	9	8	89%	63%	60%
2497	Specialty Photography II	2	2	100%	100%	100%
161	Steel Fabrication	20	17	85%	76%	77%
1581	Tele-Service	12	11	92%	100%	100%

Table A-2
Labour Market Information

PROG. #	Program	Total Respondents	# in Labour Force	Participation Rate	Employment Rate	In Related Employment
	Overall	**1347**	**1194**	**89%**	**89%**	**82%**
2628	Tool & Die Technician II (Co-Op)	9	9	100%	78%	71%
2146	Tourism Techniques II	8	5	63%	60%	33%
1920	Transportation Clerk	5	4	80%	75%	33%
1282	Transportation Refrigeration Service Technician	6	6	100%	83%	80%
164	Travel Counselor	6	5	83%	80%	50%
124	Truck & Transport Service Technician	17	16	94%	94%	80%
1720	Virtual Reality Technology II	7	7	100%	86%	67%
1961	Vocational Forest Worker	2	1	50%	100%	-
2232	Webmaster	8	6	75%	100%	33%
168	Welding	22	17	77%	88%	60%
1595	Welding Fabrication	8	7	88%	57%	50%
172	Welding Technician	3	2	67%	50%	-
2003	Wood Processing Techniques	6	6	100%	67%	50%
2004	Woodworking Technology	5	5	100%	80%	75%
1418	Youth Care Worker II	6	6	100%	83%	60%

Program # = Master Number For Program,
Program = Program Name
Total Respondents = Total Number Of Graduates Who Completed The Three-Year Follow-Up Interview
Number In Labour Force = Number Of Respondents In The Labour Force,
Participation Rate = Percentage Of Respondents Participating In Labour Force ***(are unemployed and looking, or employed)***
Employment Rate = Percentage Of Those In The Labour Force Who Are Employed
In Related Employment = Percentage Of Those Employed Who Are In Positions Directly Or Indirectly Related To NBCC Program

Table A-3
Relation of Work to Training and Average Earnings in Reference Week
Full-Time Employment

PROG. #	Program	Total Employed FT	In Directly Related Employment	In Indirectly related Employment	Average Full - Time Hours Worked	Average Weekly FT Earnings ($)
	Overall	**965**	**66%**	**32%**	**41**	**$574**
193	Accommodation, Food & Beverage Service II	5	20%	60%	44	$475
1426	Administrative Assistant	35	66%	23%	38	$452
2138	Agricultural Technology II	2	50%	50%	48	$750
194	Agriculture II	6	17%	33%	43	$653
8	Aircraft Maintenance I	4	100%	-	51	$1,339
2458	Aircraft Maintenance II	1	100%	-	40	$850
2433	Animation & Graphics II	6	83%	17%	44	$600
9	Aquaculture Technician	3	100%	-	44	$475
2460	Automotive Marketing & Business Studies II	7	71%	29%	45	$606
121	Automotive Service Technician	28	68%	11%	43	$461
1592	Bilingual Medical Transcription Techniques II	4	75%	25%	37	$459
2034	Bilingual Office Techniques II	8	88%	13%	39	$401
1591	Bilingual Secretarial Technology II	16	63%	19%	38	$448
2189	Biotechnology II (Co-Op)	2	50%	-	50	$380
2017	Building Services Engineering Technology II	2	50%	-	43	$500
2162	Business Software Specialist	5	20%	40%	45	$727
25	Building Systems Technology II	30	77%	27%	37	$504
26	Business Technology II - Accounting	5	20%	60%	37	$618
1598	Business Technology II - Administration	8	63%	13%	40	$463

Table A-3
Relation of Work to Training and Average Earnings in Reference Week
Full-Time Employment

PROG. #	Program	Total Employed FT	In Directly Related Employment	In Indirectly related Employment	Average Full - Time Hours Worked	Average Weekly FT Earnings ($)
	Overall	**965**	**66%**	**32%**	**41**	**$574**
2125	Business Technology II - Call Center Administration	6	50%	33%	39	$688
2256	Business Technology II - Information Systems Specialist	2	-	50%	39	$565
29	Business Technology II - Information Technology Management	23	43%	52%	45	$724
2215	Business Technology II- Marketing	4	50%	50%	40	$467
1772	Business Technology II- Investment Management	4	50%	50%	40	$646
1773	Business Technology III Transport (Co-Op)	7	71%	29%	41	$541
2575	Business Technology III - Marketing (Co-Op)	8	75%	13%	38	$418
2469	Call Centre Industry Skills	17	65%	29%	39	$421
1299	Chemical Technology III (Co-Op)	5	80%	-	42	$760
66	Child Care (Orig.Day Care)	19	79%	5%	42	$347
41	Civil Engineering Technology II - Architectural	4	50%	50%	46	$477
730	Civil Engineering Technology II - Construction Management	6	83%	17%	40	$635
276	Civil Engineering Technology II - General Construction	6	83%	17%	38	$714
43	Civil Engineering Technology - Geomatics II	4	75%	25%	43	$768
45	Civil Engineering Technology II - Highway & Municipal	4	75%	25%	40	$600
2634	Civil Engineering Technology II - Structural	8	88%	25%	44	$560
2631	Civil Engineering Technology - Building Services II	2	50%	50%	39	-
503	Clay III	-	-	-	-	-
2030	Communication Arts II - Video and TV Production	3	33%	33%	50	$583

Table A-3
Relation of Work to Training and Average Earnings in Reference Week
Full-Time Employment

PROG. #	Program	Total Employed FT	In Directly Related Employment	In Indirectly related Employment	Average Full - Time Hours Worked	Average Weekly FT Earnings ($)
	Overall	**965**	**66%**	**32%**	**41**	**$574**
52	Communication Arts - Graphic Arts II	6	83%	33%	40	$316
53	Communication Arts - Journalism II	6	33%	50%	40	$408
54	Communication Arts - Photography II	3	33%	33%	38	$300
758	Communication Arts - Radio Broadcasting II	4	75%	-	39	$468
2572	Communication Arts - Video & TV Production II	-	-	-	-	-
2116	Computer Applications In Telecommunications	10	70%	30%	40	$618
2117	Computer Engineering Technology II	23	70%	22%	40	$625
1582	Computer Integrated Manufacturing	9	22%	22%	42	$409
198	Computer Programming Technology - Programming & Analysis	5	100%	-	39	$688
57	Computer Programming Technology II	2	100%	-	41	$630
2118	Computer Programming Technology II - Multimedia Presentation & Realization	7	43%	14%	37	$461
177	Computer Programming Technology II - Technician & Network	17	76%	12%	39	$831
2130	Computer Systems Support	8	75%	25%	42	$514
1588	Computer Systems Technician	18	39%	28%	39	$686
59	Computerized Numerically Controlled Manufacturing	5	80%	-	40	$497
61	Cook	12	92%	-	40	$410
492	Correctional Techniques II	9	67%	11%	37	$618
1045	Courseware Author	1	100%	-	37	-
1306	Creative Graphics III	4	75%	25%	39	$517

Table A-3
Relation of Work to Training and Average Earnings in Reference Week
Full-Time Employment

PROG. #	Program	Total Employed FT	In Directly Related Employment	In Indirectly related Employment	Average Full - Time Hours Worked	Average Weekly FT Earnings ($)
	Overall	**965**	**66%**	**32%**	**41**	**$574**
2432	Criminal Justice II	12	83%	17%	41	$496
4	Culinary Techniques	-	-	-	-	-
1281	Distribution and Transportation Techniques	8	50%	38%	39	$519
2010	Educational Technology	-	-	-	-	-
79	Electronics Engineering Technology II Communications	8	63%	13%	39	$685
2236	Electronics Engineering Technology II - Computer Systems.	15	40%	40%	43	$887
1860	Electronics Engineering Technology III - Industial Controll(co-op)	-	-	-	-	-
78	Electronics Engineering Technology II Avionics	3	100%	-	40	$610
80	Electronics Engineering Technology II - Data Systems	8	63%	25%	46	$600
81	Electronics Engineering Technology 11 - Industrial	4	25%	50%	43	$700
1300	Electronics Engineering Technology 11 - Co-op	2	50%	50%	40	$720
1716	Electronic Game Design II	5	100%	-	38	$683
1431	Electronic Repair	3	100%	33%	40	$355
75	Electronics Technician	7	29%	57%	39	$513
1332	Environmental Technology II	14	71%	21%	44	$562
507	Fashion III	2	50%	-	39	$600
1888	Food Technology II	2	100%	-	45	$750
2418	Health Care Aide	7	114%	-	38	$439
88	Heating Technician	5	20%	40%	46	$432

Table A-3
Relation of Work to Training and Average Earnings in Reference Week
Full-Time Employment

PROG. #	Program	Total Employed FT	In Directly Related Employment	In Indirectly related Employment	Average Full - Time Hours Worked	Average Weekly FT Earnings ($)
	Overall	**965**	**66%**	**32%**	**41**	**$574**
92	Heavy Equipment Service Technician	5	40%	80%	47	$682
1701	Hospitality & Tourism - Facility & Accommodation Operations II	5	80%	60%	41	$463
1700	Hospitality & Tourism - Restaurant & Culinary Operations II	4	0%	100%	44	$698
1702	Hospitality & Tourism - Travel & Tourism Operations II	4	50%	25%	44	$433
2231	Human Services	14	100%	29%	44	$670
1575	Industrial Chemical Technology II	9	56%	11%	42	$773
199	Industrial Engineering Technology II	3	133%	-	40	$719
2559	Industrial Maintenance Technician II	4	100%	-	42	$713
99	Industrial Mechanics	11	27%	18%	41	$612
1559	Integration Services Counsellor II - Community	7	86%	14%	45	$611
1560	Integration Services Counsellor II - Education	8	75%	-	37	$443
1525	Interior Design II	4	75%	-	38	$475
1718	Knowledge Engineering Technology II	2	50%	50%	40	$925
2079	Landscape	2	-	100%	47	$379
107	Machinist	25	72%	24%	43	$612
111	Marine Diesel Mechanics	7	71%	14%	48	$810
1382	Marine Engineering	3	100%	-	51	$630
2243	Marine Navigation	2	100%	-	40	$675
1351	Mechanical Engineering Technology II - Manufacturing	4	50%	25%	42	$896

Table A-3
Relation of Work to Training and Average Earnings in Reference Week
Full-Time Employment

PROG. #	Program	Total Employed FT	In Directly Related Employment	In Indirectly related Employment	Average Full - Time Hours Worked	Average Weekly FT Earnings ($)
	Overall	**965**	**66%**	**32%**	**41**	**$574**
1703	Mechanical Engineering Technology II - HVAC	2	100%	-	39	$545
2180	Mechanical Technician III (Co-Op)	11	64%	36%	41	$636
164	Medical Laboratory Technology II	3	100%	-	37	$631
509	Metal 111	-	-	-	-	-
119	Motor Vehicle Body Repairer & Painter	7	29%	57%	44	$452
2189	Multimedia Production Design and Management II(Co-Op)	6	33%	17%	38	$467
1656	Multimedia Learning Technology 11	7	57%	29%	42	$600
1305	Native Art Studies	-	-	-	-	-
2476	Network Design And Admin Tech	5	60%	20%	36	$650
179	Nuclear Medicine Technology II	1	100%	-	36	$430
126	Nursing Assistant	39	113%	5%	36	$533
2578	Office Accounting Specialist	3	33%	33%	39	$525
1583	Office Techniques II	17	88%	12%	39	$627
1617	Office Technology (60 Wk)	29	62%	34%	40	$659
806	Pharmacy Assistant	14	79%	7%	37	$630
511	Photography III	1	100%	100%	37	$360
185	Power Engineering Technology II	5	120%	-	45	$1,040
255	Refrigeration/Air Conditioning Technician	6	50%	-	42	$539
1806	Respiratory Therapy II	6	100%	-	40	$630

Table A-3
Relation of Work to Training and Average Earnings in Reference Week
Full-Time Employment

PROG. #	Program	Total Employed FT	In Directly Related Employment	In Indirectly related Employment	Average Full - Time Hours Worked	Average Weekly FT Earnings ($)
	Overall	**960**	**68%**	**32%**	**41**	**$974**
400	Sales Technique	7	86%	-	41	$430
208	Sheet Metal Fabrication	-	-	-	-	-
141	Small Business Management	6	50%	50%	44	$381
142	Small Equipment Repair	5	20%	80%	40	$520
2457	Specialty Photography II	2	100%	-	35	$1000
161	Steel Fabrication	11	82%	9%	47	$911
1381	Tele Service	11	36%	64%	41	$1000
2529	Tool & Die Technician II (Co-Op)	6	67%	17%	41	$1400
2148	Tourism Technique II	2	50%	-	40	$1000
1529	Transportation Clerk	3	33%	-	40	$1140
1282	Transportation Refrigeration Service Technician	3	67%	33%	47	$1400
164	Travel Counselor	6	50%	0%	40	$1400
129	Truck & Transport Service Technician	13	54%	27%	42	$1120
1723	Virtual Reality Technology II	6	50%	17%	40	$1000
1851	Vocational Forest Worker	1	-	-	38	$760
2202	Watermaster	9	22%	22%	39	$717
168	Welding	15	93%	8%	48	$1017
1268	Welding Fabrication	6	50%	-	52	$1274
172	Welding Technician	1	-	-	50	-

Table 4.3
Relation of Work to Training and Average Earnings in Reference Week
Full-Time Employment

PNCIC Program Number	Program	Total Employed FT	% in Directly Related Employment	% in Indirectly related Employment	Average Full-Time Hours Worked	Average Weekly FT Earnings ($)
	(Overall)	960	68%	32%	41	$374
2001	Wood Processing Technician	5	57%	*	37	$ 749
2004	Woodworking Technology	9	*	72%	40	$410
1618	Youth Care Worker II	9	70%	*	39	$436

Program Number = Master Number for Program
Program = Program Name
Total Employed FT = Total number of respondents employed who worked 30+ hours
% Directly Related Employment = % of those employed in full-time positions (30+ hours) directly related to PNCIC program
% Indirectly Related Employment = % of those employed in full-time positions (30+ hours) indirectly related to PNCIC program
Average Full-time Hours Worked = Average number of hours for those who worked 30+ hours
Average Weekly Earnings = Avg earnings week for those who worked 30+ hours (* = too small a number of responses to report)

Table P-2
Current Work Situation for Those Employed in Reference Week

CIP2010_P	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	1000	91%	9%	11%	11%
120	Accommodation, Food & Beverage Service I	7	97%	29%	-	-
1029	Administrative Assistant	40	90%	9%	-	-
2109	Agricultural Technology I	2	75%	-	-	-
100	Agriculture I	3	90%	-	-	-
9	Aircraft Maintenance I	2	100%	-	-	-
2409	Aircraft Maintenance II	0	100%	-	-	-
2430	Animation & Graphics I	9	97%	11%	-	-
3	Apprenticeship Technician	2	75%	-	-	-
2469	Automotive Marketing & Business Studies I	7	100%	-	-	-
121	Automotive Service Technician	29	97%	3%	-	-
1002	Bilingual Medical Transcription Technician I	2	100%	-	-	-
2132	Bilingual Office Technician I	9	100%	-	-	-
1001	Bilingual Secretarial Technology I	10	91%	10%	9%	-
2109	Biotechnology I (Env Sci)	3	100%	-	-	9%
2017	Building Services Engineering Technology I	2	100%	-	-	-
2160	Business Software Specialist	2	100%	-	-	-
29	Building Systems Technology I	30	97%	-	-	-
28	Business Technology I - Accounting	2	100%	-	-	-
1009	Business Technology I - Administration	8	75%	13%	13%	-
2120	Business Technology I - Call Centre Administration	4	95%	11%	-	-

Table 9-6

Current Work Situation for Areas Employed in Reference Year

[illegible]	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	[Overall]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
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[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Table 6-6
Current Work Situation for those Employed in Reference Week

CIP(US) #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	1063	91%	5%	17%	17%
758	Communication Arts - Radio Broadcasting II	4	100%	-	-	-
2572	Communication Arts - Video & TV Production II	-	-	-	-	-
2116	Computer Applications in Telecommunications	10	100%	-	-	-
2117	Computer Engineering Technology II	23	91%	-	-	-
1062	Computer Integrated Manufacturing	5	100%	-	-	-
108	Computer Programming Technology - Programming & Analysis	5	100%	-	-	-
57	Computer Programming Technology II	2	100%	-	-	-
2118	Computer Programming Technology II - Multimedia Presentation & Replication	9	100%	-	-	-
177	Computer Programming Technology II - Technician & Network	17	94%	-	-	-
2130	Computer Systems Support	9	100%	-	-	-
1068	Computer Systems Technician	10	80%	5%	5%	-
59	Computerized Numerically Controlled Manufacturing	5	100%	-	-	-
61	Cook	15	87%	13%	-	-
492	Correctional Technicians II	10	100%	-	-	-
1045	Courseware Author	1	100%	-	-	6%
1306	Creative Graphics II	5	100%	-	-	-
2432	Criminal Justice II	15	93%	7%	-	-
4	Culinary Technicians	-	-	-	-	-
1281	Distribution and Transportation Technicians	9	88%	13%	-	-
2010	Educational Technology	-	-	-	-	-

Table A-4
Current Work Situation for those Employed in Reference Week

PROG. #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	1080	91%	5%	17%	17%
79	Electronics Engineering Technology II Communications	8	88%	-	-	-
2236	Electronics Engineering Technology II - Computer Systems	15	80%	-	13%	-
1860	Electronics Engineering Technology III - Industrial Control II (co-op)	-	-	-	-	-
78	Electronics Engineering Technology II Avionics	3	100%	-	-	-
80	Electronics Engineering Technology II - Data Systems	9	89%	-	-	-
81	Electronics Engineering Technology II - Industrial	4	75%	-	-	-
1300	Electronics Engineering Technology II - Co-op	2	100%	-	-	-
1716	Electronic Game Design II	5	100%	-	-	-
1461	Electronic Repair	5	80%	-	20%	13%
75	Electronics Technician	8	88%	-	13%	-
1332	Environmental Technology II	16	100%	-	-	-
507	Fashion III	2	50%	-	-	-
1688	Food Technology II	2	100%	-	-	-
2418	Health Care Aide	8	88%	13%	-	-
88	Heating Technician	5	100%	-	-	-
92	Heavy Equipment Service Technician	6	100%	-	-	20%
1701	Hospitality & Tourism - Facility & Accommodation Operations II	7	100%	-	-	13%
1700	Hospitality & Tourism - Restaurant & Culinary Operations II	4	75%	-	-	-
1702	Hospitality & Tourism - Travel & Tourism Operations II	4	100%	-	-	-
2231	Human Services	21	71%	14%	-	-

Table A-4
Current Work Situation for those Employed in Reference Week

PROG. #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	**1065**	**91%**	**5%**	**17%**	**17%**
1575	Industrial Chemical Technology II	9	100%	-	-	-
199	Industrial Engineering Technology II	4	100%	-	-	-
2559	Industrial Maintenance Technician II	5	100%	-	-	-
99	Industrial Mechanics	11	100%	-	-	-
1559	Integration Services Counselor II - Community	8	63%	38%	-	-
1560	Integration Services Counselor Ii - Education	10	90%	10%	-	-
1525	Interior Design II	4	50%	-	50%	-
1718	Knowledge Engineering Technology II	2	100%	-	-	-
2079	Landscape	3	100%	-	-	-
107	Machinist	26	88%	8%	-	-
111	Marine Diesel Mechanics	7	86%	14%	-	-
1382	Marine Engineering	4	100%	-	-	-
2243	Marine Navigation	2	100%	-	-	-
1351	Mechanical Engineering Technology Ii - Manufacturing	4	75%	-	-	-
1703	Mechanical Engineering Technology II - HVAC	2	100%	-	-	50%
2180	Mechanical Technician III (Co-Op)	11	100%	-	-	-
184	Medical Laboratory Technology II	3	100%	-	-	-
509	Metal III	-	-	-	-	-
119	Motor Vehicle Body Repairer & Painter	8	100%	-	-	-
2199	Multimedia Production Design and Management II(Co-Op)	7	71%	14%	14%	-
1694	Multimedia Learning Technology II	7	86%	-	14%	-

Table A-4
Current Work Situation for those Employed in Reference Week

PROG. #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	**1065**	**91%**	**5%**	**17%**	**17%**
1305	Native Art Studies	-	-	-	-	-
2476	Network Design And Admin.Tech.	5	80%	-	-	-
178	Nuclear Medicine Technology II	1	100%	-	-	-
126	Nursing Assistant	50	90%	10%	-	-
2574	Office Accounting Specialist	3	100%	-	-	-
1593	Office Techniques II	18	89%	6%	6%	-
1617	Office Technology (60 Wk)	30	93%	7%	-	14%
866	Pharmacy Assistant	18	89%	11%	-	14%
511	Photography III	3	67%	-	33%	-
185	Power Engineering Technology II	6	83%	17%	-	-
255	Refrigeration/Air Conditioning Technician	4	100%	-	-	-
1006	Respiratory Therapy II	6	100%	-	-	-
460	Sales Techniques	7	71%	29%	-	-
298	Sheet Metal Fabrication	1	100%	-	-	-
141	Small Business Management	8	88%	13%	-	-
143	Small Equipment Repair	5	100%	-	-	-
2497	Specialty Photography II	2	100%	-	-	-
161	Steel Fabrication	13	85%	15%	-	33%
1581	Tele-Service	11	100%	-	-	-
2628	Tool & Die Technician II (Co-Op)	7	100%	-	-	-
2146	Tourism Techniques II	3	67%	-	-	-

Table A-4
Current Work Situation for those Employed In Reference Week

PROG. #	Program	Total Employed	One Employer	More Than One Employer	Employed and Self-Employed	Self-Employed
	Overall	**1065**	**91%**	**5%**	**17%**	**17%**
1920	Transportation Clerk	3	100%	-	-	-
1282	Transportation Refrigeration Service Technician	5	80%	20%	-	-
164	Travel Counselor	4	100%	-	-	-
124	Truck & Transport Service Technician	15	100%	-	-	-
1720	Virtual Reality Technology II	6	100%	-	-	-
1961	Vocational Forest Worker	1	100%	-	-	-
2232	Webmaster	6	67%	-	33%	-
168	Welding	15	73%	20%	-	-
1595	Welding Fabrication	4	100%	-	-	-
172	Welding Technician	1	100%	-	-	-
2003	Wood Processing Techniques	4	50%	-	25%	-
2004	Woodworking Technology	4	100%	-	-	-
1418	Youth Care Worker II	5	60%	40%	-	-

Program Number = Master Number for Program
Program = Program Name
More than One Employer = Percentage of employed who worked for more than one employer
Employed and Self-employed = Percentage of employed who worked for an employer and for themselves
Total Employed = Total number of respondents employed in reference week
Self-employed = Percentage of employed who worked only for themselves
One Employer = Percentage of employed who worked for only one employer

Table A-5 Employment History Since Graduation (33 months)					
PROG. #	Program	Total Respondents	Average # of Employers	Average # of Months Employed	Average # of Months in Related Employment
	Overall	**1347**	**2.3**	**27.0**	**22.0**
193	Accommodation, Food & Beverage Service II	7	3.3	30.6	30.2
1426	Administrative Assistant	48	2.0	27.5	23.3
2138	Agricultural Technology II	4	1.8	29.0	23.3
194	Agriculture II	6	2.8	30.3	30.0
8	Aircraft Maintenance I	4	2.8	31.5	26.5
2458	Aircraft Maintenance II	4	1.5	24.8	24.8
2433	Animation & Graphics II	7	2.3	20.1	19.1
9	Aquaculture Technician	6	1.7	27.3	26.4
2460	Automotive Marketing & Business Studies II	10	2.4	25.3	24.4
121	Automotive Service Technician	38	2.2	28.9	25.6
1592	Bilingual Medical Transcription Techniques II	5	1.6	30.0	26.2
2034	Bilingual Office Techniques II	9	2.0	29.6	28.9
1591	Bilingual Secretarial Technology II	18	2.3	28.3	24.3
2189	Biotechnology II (Co-Op)	7	1.9	19.5	23.7
2017	Building Services Engineering Technology II	3	1.3	29.0	27.5
2162	Business Software Specialist	5	1.2	31.2	31.0
25	Building Systems Technology II	41	2.0	28.2	27.8
26	Business Technology II - Accounting	5	1.8	28.6	28.6
1598	Business Technology II - Administration	8	3.3	30.3	25.3

Table A-5
Employment History Since Graduation (33 months)

PROG. #	Program	Total Respondents	Average # of Employers	Average # of Months Employed	Average # of Months in Related Employment
	Overall	**1347**	**2.3**	**27.0**	**22.0**
2125	Business Technology II - Call Center Administration	7	1.9	26.4	26.2
2256	Business Technology II - Information Systems Specialist	5	2.4	27.2	20.0
29	Business Technology II - Information Technology Management	29	2.0	28.0	24.4
2215	Business Technology II- Marketing	5	2.0	29.2	22.6
1772	Business Technology II- Investment Management	6	2.5	29.2	26.0
1773	Business Technology III Transport (Co-Op)	8	1.6	31.6	31.6
2575	Business Technology III - Marketing (Co-Op)	10	1.7	25.4	23.6
2469	Call Centre Industry Skills	26	2.1	26.4	22.0
1299	Chemical Technology III (Co-Op)	5	1.4	30.8	24.8
66	Child Care (Orig.Day Care)	27	1.7	26.4	25.0
41	Civil Engineering Technology II - Architectural	4	1.8	31.0	29.3
730	Civil Engineering Technology II - Construction Management	8	2.3	26.8	26.8
276	Civil Engineering Technology II - General Construction	9	2.4	26.3	26.3
43	Civil Engineering Technology - Geomatics II	7	1.7	24.0	23.1
45	Civil Engineering Technology II - Highway & Municipal	4	1.8	31.5	31.5
2634	Civil Engineering Technology II - Structural	10	2.5	30.4	28.8
2631	Civil Engineering Technology - Building Services II	2	3.5	31.0	29.0
503	Clay III	2	3.0	19.0	19.0
2030	Communication Arts II - Video and TV Production	7	11.0	28.0	21.5
52	Communication Arts - Graphic Arts II	8	2.6	27.9	25.3

Table A-5
Employment History Since Graduation (33 months)

PROG. #	Program	Total Respondents	Average # of Employers	Average # of Months Employed	Average # of Months in Related Employment
	Overall	**1347**	**2.3**	**27.0**	**22.0**
53	Communication Arts - Journalism II	6	3.3	27.7	22.8
54	Communication Arts - Photography II	6	3.5	23.7	13.2
758	Communication Arts - Radio Broadcasting II	5	2.6	26.4	19.4
2572	Communication Arts - Video & TV Production II	-	-	-	-
2116	Computer Applications In Telecommunications	10	1.4	29.6	26.2
2117	Computer Engineering Technology II	26	2.3	27.5	24.3
1582	Computer Integrated Manufacturing	13	2.2	26.3	24.0
198	Computer Programming Technology - Programming & Analysis	6	2.2	27.3	24.0
57	Computer Programming Technology II	4	1.5	25.8	23.0
2118	Computer Programming Technology II - Multimedia Presentation & Realization	13	2.8	26.1	20.5
177	Computer Programming Technology II - Technician & Network	18	1.7	29.2	25.6
2130	Computer Systems Support	12	2.0	22.8	22.3
1588	Computer Systems Technician	23	2.0	27.1	20.4
59	Computerized Numerically Controlled Manufacturing	7	2.0	30.3	26.0
61	Cook	18	3.2	27.4	24.8
492	Correctional Techniques II	16	2.1	21.0	18.0
1045	Courseware Author	1	1.0	31.0	31.0
1306	Creative Graphics III	7	2.3	25.0	22.4
2432	Criminal Justice II	18	2.1	18.6	17.2
4	Culinary Techniques	-	-	-	-

Table A-5 Employment History Since Graduation (33 months)					
PROG. #	Program	Total Respondents	Average # of Employers	Average # of Months Employed	Average # of Months in Related Employment
	Overall	**1347**	**2.3**	**27.0**	**22.0**
1281	Distribution and Transportation Techniques	10	2.8	25.1	20.7
2010	Educational Technology	-	-	-	-
79	Electronics Engineering Technology II Communications	10	2.6	23.5	18.8
2236	Electronics Engineering Technology II - Computer Systems	17	1.9	27.9	24.6
1860	Electronics Engineering Technology III - Industial Control II(co-op)	-	-	-	-
78	Electronics Engineering Technology II Avionics	3	2.0	31.3	31.3
80	Electronics Engineering Technology II - Data Systems	12	2.5	26.4	25.8
81	Electronics Engineering Technology II - Industrial	5	1.4	26.6	18.6
1300	Electronics Engineering Technology II - Co-op	3	1.0	22.7	22.7
1716	Electronic Game Design II	8	2.1	25.6	24.6
1461	Electronic Repair	6	2.0	24.6	25.5
75	Electronics Technician	10	2.8	26.4	19.3
1332	Environmental Technology II	20	3.2	22.4	20.8
507	Fashion III	2	1.5	20.0	30.0
1888	Food Technology II	2	1.5	28.0	27.5
2418	Health Care Aide	12	1.7	26.1	23.2
88	Heating Technician	5	2.5	29.2	23.6
92	Heavy Equipment Service Technician	12	1.8	27.5	27.9
1701	Hospitality & Tourism - Facility & Accommodation Operations II	8	3.6	29.6	29.3
1700	Hospitality & Tourism - Restaurant & Culinary Operations II	5	3.0	29.2	29.2

Table A-5
Employment History Since Graduation (33 months)

PROG. #	Program	Total Respondents	Average # of Employers	Average # of Months Employed	Average # of Months in Related Employment
	Overall	**1347**	**2.3**	**27.0**	**22.8**
1702	Hospitality & Tourism - Travel & Tourism Operations II	5	3.0	31.2	30.4
2231	Human Services	30	2.6	25.2	22.3
1575	Industrial Chemical Technology II	10	2.1	27.9	24.4
199	Industrial Engineering Technology II	5	2.2	28.6	25.0
2569	Industrial Maintenance Technician II	5	1.4	26.2	24.2
99	Industrial Mechanics	17	2.6	24.6	17.5
1559	Integration Services Counselor II - Community	18	2.8	22.6	23.7
1560	Integration Services Counselor II - Education	13	2.7	26.7	19.9
1525	Interior Design II	6	2.2	24.3	21.0
1718	Knowledge Engineering Technology II	2	2.0	32.0	32.0
2079	Landscape	5	2.4	23.4	19.0
107	Machinist	32	1.9	28.7	25.7
111	Marine Diesel Mechanics	8	1.8	29.0	28.8
1382	Marine Engineering	5	2.8	26.0	19.3
2243	Marine Navigation	2	1.0	31.0	31.0
1351	Mechanical Engineering Technology II - Manufacturing	5	2.0	29.6	29.0
1703	Mechanical Engineering Technology II - HVAC	3	1.3	31.7	31.7
2180	Mechanical Technician III (Co-Op)	11	2.0	30.8	30.3
184	Medical Laboratory Technology II	3	1.3	32.0	32.0
509	Metal 111	-	-	-	-

Table A-5
Employment History Since Graduation (33 months)

PROG. #	Program	Total Respondents	Average # of Employers	Average # of Months Employed	Average # of Months in Related Employment
	Overall	1347	2.3	27.8	22.8
110	Motor Vehicle Body Repairer & Painter	13	2.3	25.6	19.6
21093	Multimedia Production Design and Management II(Co-Op)	6	2.0	25.7	21.3
16504	Multimedia Learning Technology II	6	2.5	29.3	25.4
13015	Native Art Studies	-	-	-	-
24776	Network Design And Administration Technician	5	1.8	23.0	20.3
178	Nuclear Medicine Technology II	1	1.0	27.0	27.0
126	Nursing Assistant	59	2.1	28.0	27.0
25764	Office Accounting Specialist	6	2.0	19.7	19.2
16503	Office Techniques II	19	2.5	29.3	27.2
16117	Office Technology (60 Wk)	35	2.6	29.1	27.1
800	Pharmacy Assistant	19	2.6	30.1	25.4
511	Photography III	3	2.7	30.3	27.3
180	Power Engineering Technology II	6	1.8	31.2	30.2
255	Refrigeration/Air Conditioning Technician	5	2.6	30.0	17.8
16505	Respiratory Therapy II	10	1.9	28.4	29.2
400	Sales Techniques	9	2.4	25.8	20.3
258	Sheet Metal Fabrication	1	3.0	31.0	-
161	Small Business Management	11	3.2	27.0	20.8
163	Small Equipment Repair	9	3.0	27.3	18.2
24317	Specialty Photography I	2	3.5	29.0	25.5

Table A-5
Employment History Since Graduation (03 months)

PROG. #	Program	Total Respondents	Average # of Employers	Average # of Months Employed	Average # of Months in Related Employment
	Overall	1567	3.3	27.8	25.9
151	Steel Fabrication	20	3.2	25.5	19.9
1581	Tele-Service	12	1.7	31.8	31.0
2529	Tool & Die Technician II (Co-Op)	9	1.7	23.8	23.3
2749	Tourism Technologies II	8	2.3	26.6	23.3
1529	Transportation Clerk	5	2.0	25.8	22.3
1282	Transportation Refrigeration Service Technician	8	2.7	26.2	22.4
154	Travel Counsellor	8	3.2	27.3	21.3
129	Truck & Transport Service Technician	17	2.3	29.2	27.3
1720	Virtual Reality Technology II	7	2.6	25.3	18.3
1881	Vocational Forest Worker	2	2.5	17.0	10.3
2252	Watchmaker	8	2.1	30.1	20.3
168	Welding	22	3.0	29.5	18.9
1588	Welding Fabrication	9	3.9	29.8	18.7
172	Welding Technician	3	3.0	23.0	20.3
2003	Wood Processing Technicians	8	2.3	20.6	20.3
2004	Woodworking Technology	5	1.0	29.9	20.3
1918	Youth Care Worker II	8	2.7	29.5	29.3

Program # = Master Number for Program
Program = Program Name
Total Respondents = Total number of graduates who completed the three year follow-up interview
Average # of Jobs = Average number of jobs held by respondents in program since graduation
Average # of Months Employed = Average number of months respondents in program were employed since July 1, 1998
Average # of Months in Related Employment = Average number of months employed since July 1, 1998 in a job directly or indirectly related to NBCC program

Table 6-9
Relocation Patterns of Survey Respondents

PROG. #	Program	Total Respondents	Percentage Who Left NB	Percentage Who left to Find Work	Average # of Weeks to Find Employment
	Overall	1087	17%	85%	5.8
100	Accommodation, Food & Beverage Service II	7	-	-	-
1029	Administrative Assistant	49	2%	-	-
2119	Agricultural Technology II	4	25%	100%	-
104	Agriculture II	6	17%	100%	2
9	Aircraft Maintenance I	4	100%	100%	-
2409	Aircraft Maintenance II	4	25%	100%	4
2402	Animation & Graphics II	7	57%	75%	0
3	Aquaculture Technician	3	-	-	-
2460	Automotive (Marketing & Business Studies) II	10	10%	100%	0
121	Automotive Service Technician	38	8%	33%	0
1002	Bilingual Medical Transcription Technicians II	2	-	-	-
2034	Bilingual Office Technicians II	2	-	-	-
1001	Bilingual Secretarial Technology II	15	0%	100%	-
2199	Biotechnology II (Co-Op)	7	-	-	-
2017	Building Services Engineering Technology II	3	-	-	-
2100	Business Software Specialist	2	-	-	-
20	Building Systems Technology II	41	2%	100%	-
29	Business Technology II - Accounting	2	-	-	-
1049	Business Technology II - Administration	2	50%	-	-

Table 9-9
Relocation Patterns of Survey Respondents

[illegible]	Program	Total Respondents	Percentage Who Left HB	Percentage Who still in Field	Average # of Weeks to Find Employment
	Overall	1687	11%	89%	4.0
2120	Business Technology II - Call Centre Administration	0	--	--	--
2200	Business Technology II - Information Systems Specialist	0	--	--	--
20	Business Technology II - Information Technology Management	20	10%	90%	0
2210	Business Technology II - Marketing	0	--	--	--
1770	Business Technology II - Investment Management	0	33%	67%	--
1770	Business Technology III Transport (Co-Op)	0	10%	--	
2070	Business Technology III - Marketing (Co-Op)	10	--	--	--
2400	Call Centre Industry Skills	20	0%	100%	0
1000	Chemical Technology III (Co-Op)	0	--	--	--
90	Child Care (Dog Day Care)	27	--	--	--
60	Civil Engineering Technology II - Architectural	0	--	--	--
700	Civil Engineering Technology II - Construction Management	0	--	--	--
270	Civil Engineering Technology II - General Construction	0	11%	100%	--
50	Civil Engineering Technology - Geomatics II	0	--	--	--
40	Civil Engineering Technology II - Highway & Municipal	0	25%	--	--
2010	Civil Engineering Technology II - Structural	10	10%	100%	--
150	[illegible] Engineering Technology - Building Services II	0	10%	100%	0
300	Clay II	0	10%	--	--
2000	Communication Arts II - Video and TV Production	0	20%	80%	0
30	Communication Arts - Graphic Arts II	0	--	--	--

Table A-6
Relocation Patterns of Survey Respondents

PRDS. #	Program	Total Respondents	Percentage Who Left KB	Percentage Who left to Find Work	Average # of Weeks to Find Employment
	Overall	1387	17%	83%	2.8
53	Communication Arts - Journalism II	6	17%	-	-
54	Communication Arts - Photography II	9	22%	50%	1
758	Communication Arts - Radio Broadcasting II	5	40%	50%	-
2572	Communication Arts - Video & TV Production II	-	-	-	-
2116	Computer Applications in Telecommunications	10	20%	50%	4
2117	Computer Engineering Technology II	28	18%	75%	3
1582	Computer Integrated Manufacturing	13	23%	67%	1
199	Computer Programming Technology - Programming & Analysis	6	-	-	-
57	Computer Programming Technology II	4	0%	100%	2
2118	Computer Programming Technology II - Multimedia Presentation & Realization	13	15%	-	-
177	Computer Programming Technology II - Technician & Network	18	22%	50%	2
2130	Computer Systems Support	12	-	-	-
1588	Computer Systems Technician	23	9%	50%	1
59	Computerized Numerically Controlled Manufacturing	7	14%	-	-
61	Cook	18	-	-	-
492	Correctional Techniques II	16	-	-	-
1545	Courseware Author	1	-	-	-
1306	Creative Graphics III	7	-	-	-
2432	Criminal Justice II	18	11%	100%	3
4	Culinary Techniques	-	-	-	-

Table A-6
Relocation Patterns of Survey Respondents

PROG. #	Program	Total Respondents	Percentage Who Left NB	Percentage Who left to Find Work	Average # of Weeks to Find Employment
	Overall	**1347**	**17%**	**63%**	**2.5**
1281	Distribution and Transportation Techniques	10	-	-	-
2010	Educational Technology	-	-	-	-
79	Electronics Engineering Technology II Communications	10	10%	-	-
2236	Electronics Engineering Technology II - Computer Systems	17	18%	67%	-
1860	Electronics Engineering Technology III – Industrial Control II(co-op)	-	-	-	-
78	Electronics Engineering Technology II Avionics	3	100%	67%	-
80	Electronics Engineering Technology II - Data Systems	12	-	-	-
81	Electronics Engineering Technology II - Industrial	5	-	-	-
1300	Electronics Engineering Technology II - Co-op	3	33%	100%	-
1716	Electronic Game Design II	9	13%	100%	-
1461	Electronic Repair	6	17%	-	-
75	Electronics Technician	10	20%	50%	3
1332	Environmental Technology II	20	25%	40%	3
507	Fashion III	2	-	-	-
1888	Food Technology II	2	-	-	-
2418	Health Care Aide	12	17%	50%	-
88	Hearing Technician	5	20%	100%	-
92	Heavy Equipment Service Technician	12	17%	100%	8
1701	Hospitality & Tourism - Facility & Accommodation Operations II	9	50%	50%	-
1700	Hospitality & Tourism - Restaurant & Culinary Operations II	5	60%	100%	2

Table A-6
Relocation Patterns of Survey Respondents

PROG. #	Program	Total Respondents	Percentage Who Left NB	Percentage Who left to Find Work	Average # of Weeks to Find Employment
	Overall	1347	17%	63%	2.5
1702	Hospitality & Tourism - Travel & Tourism Operations II	5	20%	100%	4
2231	Human Services	30	20%	50%	1
1575	Industrial Chemical Technology II	10	30%	67%	7
199	Industrial Engineering Technology II	5	40%	100%	1
2559	Industrial Maintenance Technician II	5	20%	100%	1
99	Industrial Mechanics	17	24%	75%	2
1559	Integration Services Counselor II - Community	18	-	-	-
1560	Integration Services Counselor II - Education	13	23%	67%	4
1525	Interior Design II	6	-	-	-
1718	Knowledge Engineering Technology II	2	50%	-	-
2079	Landscape	5	-	-	-
107	Machinist	32	25%	75%	1
111	Marine Diesel Mechanics	8	13%	100%	-
1382	Marine Engineering	5	20%	100%	-
2243	Marine Navigation	2	-	-	-
1351	Mechanical Engineering Technology II - Manufacturing	5	-	-	-
1703	Mechanical Engineering Technology II - HVAC	3	67%	50%	-
2180	Mechanical Technician III (Co-Op)	11	18%	50%	-
184	Medical Laboratory Technology II	3	33%	100%	-
509	Metal 111	-	-	-	-

Table A-6
Relocation Patterns of Survey Respondents

PROG. #	Program	Total Respondents	Percentage Who Left NB	Percentage Who left to Find Work	Average # of Weeks to Find Employment
	Overall	**1347**	**17%**	**63%**	**2.5**
119	Motor Vehicle Body Repairer & Painter	13	-	-	-
2199	Multimedia Production Design and Management II(Co-Op)	8	13%	-	-
1694	Multimedia Learning Technology 11	8	75%	83%	-
1305	Native Art Studies	-	-	-	-
2476	Network Design And Admin.Tech.	5	40%	50%	-
178	Nuclear Medicine Technology II	1	-	-	-
126	Nursing Assistant	59	14%	13%	1
2574	Office Accounting Specialist	6	17%	-	-
1593	Office Techniques II	19	11%	50%	1
1617	Office Technology (60 Wk)	35	6%	100%	3
866	Pharmacy Assistant	19	-	-	-
511	Photography III	3	-	-	-
185	Power Engineering Technology II	6	33%	50%	-
255	Refrigeration/Air Conditioning Technician	5	20%	100%	1
1006	Respiratory Therapy II	10	-	-	-
460	Sales Techniques	9	-	-	-
298	Sheet Metal Fabrication	1	-	-	-
141	Small Business Management	11	18%	50%	1
143	Small Equipment Repair	9	11%	100%	3
2497	Specialty Photography II	2	50%	100%	3

Table A-6
Relocation Patterns of Survey Respondents

PROG. #	Program	Total Respondents	Percentage Who Left NB	Percentage Who left to Find Work	Average # of Weeks to Find Employment
	Overall	**1347**	**17%**	**63%**	**2.5**
161	Steel Fabrication	20	35%	86%	1
1581	Tele-Service	12	-	-	-
2628	Tool & Die Technician II (Co-Op)	9	-	-	-
2146	Tourism Techniques II	8	-	-	-
1920	Transportation Clerk	5	40%	100%	-
1282	Transportation Refrigeration Service Technician	6	17%	-	-
164	Travel Counselor	6	-	-	-
124	Truck & Transport Service Technician	17	-	-	-
1720	Virtual Reality Technology II	7	-	-	-
1961	Vocational Forest Worker	2	50%	-	-
2232	Webmaster	8	25%	100%	-
168	Welding	22	27%	67%	-
1595	Welding Fabrication	8	13%	100%	1
172	Welding Technician	3	33%	-	-
2003	Wood Processing Techniques	6	17%	100%	-
2004	Woodworking Technology	5	-	-	-
1418	Youth Care Worker II	6	-	-	-

Program # = Master Number for Program
Program = Program Name
Total Respondents = Total number of graduates who completed the three-year follow-up interview
Percentage Who Left NB = Percentage of respondents who left NB since graduation
Percentage Who Left to Find Work = Percentage of those who left NB in order to find work

Table A-7
Training and Education Since Graduation

PROG. #	Program	Total Respondents	% Who Have Returned to School	% Returning to Same Area of Study	% Whose Additional Training is Related to Employment	% In Apprenticeships
	Overall	**1347**	**33%**	**62%**	**29%**	**17%**
193	Accommodation, Food & Beverage Service II	7	29%	50%	-	-
1426	Administrative Assistant	48	35%	65%	18%	6%
2138	Agricultural Technology II	4	-	-	-	-
194	Agriculture II	6	33%	50%	-	-
8	Aircraft Maintenance I	4	50%	50%	-	100%
2458	Aircraft Maintenance II	4	50%	50%	-	-
2433	Animation & Graphics II	7	43%	67%	-	-
9	Aquaculture Technician	6	33%	-	-	-
2460	Automotive Marketing & Business Studies II	10	20%	50%	50%	-
121	Automotive Service Technician	38	34%	69%	15%	69%
1592	Bilingual Medical Transcription Techniques II	5	-	-	-	-
2034	Bilingual Office Techniques II	9	-	-	-	-
1591	Bilingual Secretarial Technology II	18	17%	-	33%	-
2189	Biotechnology II (Co-Op)	7	57%	75%	25%	-
2017	Building Services Engineering Technology II	3	-	-	-	-
2162	Business Software Specialist	5	20%	-	100%	-
25	Building Systems Technology II	41	44%	78%	17%	-
26	Business Technology II - Accounting	5	40%	50%	-	50%

Table A-7
Training and Education Since Graduation

PROG. #	Program	Total Respondents	% Who Have Returned to School	% Returning to Same Area of Study	% Whose Additional Training is Related to Employment	% In Apprenticeships
	Overall	**1347**	**33%**	**62%**	**29%**	**17%**
1598	Business Technology II - Administration	8	25%	-	-	-
2125	Business Technology II - Call Center Administration	7	14%	100%	-	-
2256	Business Technology II - Information Systems Specialist	5	40%	50%	50%	-
29	Business Technology II - Information Technology Management	29	48%	29%	29%	-
2215	Business Technology II- Marketing	5	40%	100%	50%	-
1772	Business Technology II- Investment Management	6	33%	0%	50%	-
1773	Business Technology III Transport (Co-Op)	8	50%	100%	-	-
2575	Business Technology III - Marketing (Co-Op)	10	30%	33%	-	-
2469	Call Centre Industry Skills	26	23%	17%	17%	-
1299	Chemical Technology III (Co-Op)	5	40%	50%	-	-
66	Child Care (Orig.Day Care)	27	22%	50%	-	-
41	Civil Engineering Technology II - Architectural	4	50%	50%	50%	-
730	Civil Engineering Technology II - Construction Management	8	13%	100%	-	-
276	Civil Engineering Technology II - General Construction	9	33%	100%	33%	-
43	Civil Engineering Technology - Geomatics II	7	14%	100%	-	-
45	Civil Engineering Technology II - Highway & Municipal	4	-	-	-	-
2634	Civil Engineering Technology II - Structural	10	40%	50%	25%	-
2631	Civil Engineering Technology - Building Services II	2	50%	-	-	-

Table A-7
Training and Education Since Graduation

PROG. #	Program	Total Respondents	% Who Have Returned to School	% Returning to Same Area of Study	% Whose Additional Training is Related to Employment	% In Apprenticeships
	Overall	**1347**	**33%**	**62%**	**29%**	**17%**
503	Clay III	2	50%	100%	-	-
2030	Communication Arts II - Video and TV Production	7	14%	-	-	-
52	Communication Arts - Graphic Arts II	8	13%	-	-	-
53	Communication Arts - Journalism II	6	67%	100%	25%	-
54	Communication Arts - Photography II	6	33%	50%	-	-
758	Communication Arts - Radio Broadcasting II	5	20%	-	-	-
2572	Communication Arts - Video & TV Production II	-	-	-	-	-
2116	Computer Applications In Telecommunications	10	40%	100%	-	25%
2117	Computer Engineering Technology II	26	19%	40%	60%	40%
1582	Computer Integrated Manufacturing	13	62%	63%	-	13%
198	Computer Programming Technology - Programming & Analysis	6	33%	100%	-	-
57	Computer Programming Technology II	4	-	-	-	-
2118	Computer Programming Technology II - Multimedia Presentation & Realization	13	31%	100%	25%	-
177	Computer Programming Technology II - Technician & Network	18	28%	100%	20%	-
2130	Computer Systems Support	12	42%	60%	20%	-
1588	Computer Systems Technician	23	30%	57%	14%	-
59	Computerized Numerically Controlled Manufacturing	7	43%	100%	33%	100%
61	Cook	18	50%	56%	44%	22%

Table A-7
Training and Education Since Graduation

PROG. #	Program	Total Respondents	% Who Have Returned to School	% Returning to Same Area of Study	% Whose Additional Training is Related to Employment	% In Apprenticeships
	Overall	**1347**	**33%**	**62%**	**29%**	**17%**
492	Correctional Techniques II	16	44%	29%	14%	-
1045	Courseware Author	1	-	-	-	-
1306	Creative Graphics III	7	29%	50%	-	-
2432	Criminal Justice II	18	83%	100%	40%	0%
4	Culinary Techniques	-	-	-	-	-
1281	Distribution and Transportation Techniques	10	30%	67%	33%	33%
2010	Educational Technology	-	-	-	-	-
79	Electronics Engineering Technology II Communications	10	40%	50%	25%	-
2236	Electronics Engineering Technology II - Computer Systems	17	35%	50%	-	-
1860	Electronics Engineering Technology III - Industrial Control II(co-op)	-	-	-	-	-
78	Electronics Engineering Technology II Avionics	3	-	-	-	-
80	Electronics Engineering Technology II - Data Systems	12	58%	57%	-	14%
81	Electronics Engineering Technology II - Industrial	5	20%	-	-	100%
1300	Electronics Engineering Technology II - Co-op	3	33%	-	-	-
1716	Electronic Game Design II	8	13%	100%	-	-
1461	Electronic Repair	6	17%	-	-	-
75	Electronics Technician	10	30%	100%	67%	33%
1332	Environmental Technology II	20	40%	38%	38%	13%

Table A-7
Training and Education Since Graduation

PROG. #	Program	Total Respondents	% Who Have Returned to School	% Returning to Same Area of Study	% Whose Additional Training is Related to Employment	% In Apprenticeships
	Overall	**1347**	**33%**	**62%**	**29%**	**17%**
507	Fashion III	2	100%	50%	-	-
1888	Food Technology II	2	50%	100%	-	-
2418	Health Care Aide	12	25%	100%	-	-
88	Heating Technician	5	20%	-	100%	100%
92	Heavy Equipment Service Technician	12	25%	100%	-	67%
1701	Hospitality & Tourism - Facility & Accommodation Operations II	8	38%	100%	-	-
1700	Hospitality & Tourism - Restaurant & Culinary Operations II	5	20%	100%	-	-
1702	Hospitality & Tourism - Travel & Tourism Operations II	5	40%	100%	-	50%
2231	Human Services	30	40%	92%	17%	-
1575	Industrial Chemical Technology II	10	20%	50%	-	-
199	Industrial Engineering Technology II	5	20%	100%	-	-
2559	Industrial Maintenance Technician II	5	60%	100%	33%	33%
99	Industrial Mechanics	17	53%	44%	22%	44%
1559	Integration Services Counselor II - Community	18	44%	75%	-	13%
1560	Integration Services Counselor II - Education	13	-	-	-	-
1525	Interior Design II	6	-	-	-	-
1718	Knowledge Engineering Technology II	2	50%	-	100%	-
2079	Landscape	5	20%	100%	-	-

Table A-7
Training and Education Since Graduation

PROG. #	Program	Total Respondents	% Who Have Returned to School	% Returning to Same Area of Study	% Whose Additional Training is Related to Employment	% In Apprenticeships
	Overall	1347	33%	62%	28%	17%
107	Machinist	32	31%	50%	10%	80%
111	Marine Diesel Mechanics	8	38%	100%	-	100%
1382	Marine Engineering	5	20%	-	100%	-
2240	Marine Navigation	2	50%	100%	-	-
1351	Mechanical Engineering Technology II - Manufacturing	5	60%	75%	25%	-
1703	Mechanical Engineering Technology II - HVAC	3	33%	-	-	-
2180	Mechanical Technician III (Co-Op)	11	27%	100%	67%	33%
164	Medical Laboratory Technology II	3	-	-	-	-
509	Metal III	-	-	-	-	-
113	Motor Vehicle Body Repairer & Painter	13	31%	25%	50%	50%
2199	Multimedia Production Design and Management II(Co-Op)	8	13%	100%	-	-
1634	Multimedia Learning Technology II	8	-	-	-	-
1305	Native Art Studies	-	-	-	-	-
2478	Network Design And Admin Tech	6	83%	100%	-	-
178	Nuclear Medicine Technology II	1	-	-	-	-
126	Nursing Assistant	50	42%	88%	32%	4%
2574	Office Accounting Specialist	6	17%	-	100%	-
1582	Office Techniques II	10	10%	33%	-	-
1617	Office Technology (80 WK)	35	34%	25%	-	-

Table A-7
Training and Education Since Graduation

PROG. #	Program	Total Respondents	% Who Have Returned to School	% Returning to Same Area of Study	% Whose Additional Training is Related to Employment	% in Apprenticeships
	(Overall)	1587	33%	62%	29%	17%
808	Pharmacy Assistant	10	20%	40%	20%	-
311	Photography III	3	33%	100%	-	-
180	Power Engineering Technology II	6	17%	100%	-	-
209	Refrigeration/Air Conditioning Technician	5	40%	50%	-	100%
1005	Respiratory Therapy II	10	50%	40%	-	20%
400	Sales Techniques	9	44%	50%	-	50%
208	Sheet Metal Fabrication	1	100%	-	-	-
161	Small Business Management	11	27%	33%	-	-
163	Small Equipment Repair	9	22%	50%	-	-
2407	Specialty Photography II	2	-	-	-	-
181	Steel Fabrication	20	25%	80%	50%	40%
1081	Tele-Service	12	17%	-	50%	-
2628	Tool & Die Technician II (Co-Op)	3	-	-	-	-
2146	Tourism Techniques II	8	25%	-	-	50%
1020	Transportation Clerk	5	40%	100%	-	100%
1282	Transportation Refrigeration Service Technician	6	17%	-	100%	-
199	Travel Counselor	8	38%	-	-	100%
104	Truck & Transport Service Technician	17	35%	83%	17%	17%
1739	Virtual Reality Technology II	7	14%	-	-	-

Table 9-7
Training and Education Since Graduation

Program Number	Program	Total Respondents	% Who Have Returned to School	% Returning to Same Area of Study	% Whose Additional Training is Related to Employment	% in Apprenticeships
	Overall	1087	5%	82%	28%	17%
1951	Vocational Forest Worker	2	100%	100%	--	--
2202	Watercraft	9	11%	100%	--	--
148	Welding	22	45%	90%	20%	9%
1265	Welding Fabrication	9	9%	97%	--	33%
172	Welding Technician	9	0%	100%	--	--
2003	Wood Processing Technicians	0	--	--	--	--
2004	Woodworking Technology	0	--	--	--	--
1418	Youth Care Worker II	9	0%	100%	--	--

Program Number = Master Number for Program
Program = Program Name
Total Respondents = Total number of graduates who completed the three year follow up interview
% Who Have Returned to School = Percentage of respondents who returned to school since graduation
% Returning to Same Area of Study = Percentage of those who returned to school who returned to the same field of study
% Whose Additional Training is Related to Employment = Percentage of those who returned to school who completed their current study to be re-related to employment
% in Apprenticeships = Percentage of those who returned to school who reported being in an apprenticeship program

Table 4-9
Respondent's Evaluation of HBCC Programs' Preparedness for Work in Related Field

HBCC#	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	1587	38%	48%	10%	4%
150	Accommodation, Food & Beverage Service II	7	57%	43%	-	-
1420	Administrative Assistant	48	44%	50%	6%	-
2138	Agricultural Technology II	4	50%	50%	-	-
190	Agriculture II	6	17%	67%	17%	-
9	Aircraft Maintenance I	4	50%	50%	-	-
2448	Aircraft Maintenance II	4	50%	50%	-	-
2432	Animation & Graphics II	7	14%	43%	29%	14%
8	Appraisal Technician	9	33%	33%	-	-
2468	Automotive Marketing & Business Studies II	10	20%	60%	-	10%
121	Automotive Service Technician	36	28%	47%	25%	-
1492	Bilingual Medical Transcription Technician II	3	100%	-	-	-
2434	Bilingual Office Technician II	8	38%	50%	-	-
1501	Bilingual Secretarial Technology II	10	10%	90%	-	-
2198	Biotechnology I (Co-Op)	7	29%	57%	14%	-
2017	Building Services Engineering Technology II	3	100%	-	-	-
2150	Business Software Specialist	9	33%	33%	33%	-
20	Building Systems Technology II	18	33%	61%	6%	-
30	Business Technology II - Accounting	9	-	100%	-	-
1348	Business Technology II - Administrative	8	63%	25%	13%	-

Table A-8
Respondent's Evaluation of NBCC Programs: Preparedness for Work in Related Field

PROG. #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	1347	39%	48%	12%	4%
2125	Business Technology II - Call Center Administration	7	29%	29%	29%	14%
2256	Business Technology II - Information Systems Specialist	5	-	100%	-	-
29	Business Technology II - Information Technology Management	29	48%	38%	14%	-
2215	Business Technology II- Marketing	5	-	20%	80%	-
1772	Business Technology II- Investment Management	6	-	50%	50%	-
1773	Business Technology III Transport (Co-Op)	9	33%	38%	-	-
2575	Business Technology III - Marketing (Co-Op)	10	40%	30%	30%	-
2469	Call Centre Industry Skills	25	48%	52%	4%	-
1299	Chemical Technology III (Co-Op)	3	67%	42%	-	-
66	Child Care (Orig Day Care)	27	52%	37%	7%	-
41	Civil Engineering Technology II - Architectural	4	25%	50%	25%	-
730	Civil Engineering Technology II - Construction Management	8	-	75%	-	25%
276	Civil Engineering Technology II - General Construction	9	44%	56%	-	-
43	Civil Engineering Technology - Geomatics II	7	29%	71%	-	-
45	Civil Engineering Technology II - Highway & Municipal	4	50%	50%	-	-
2634	Civil Engineering Technology II - Structural	10	50%	50%	-	-
2631	Civil Engineering Technology - Building Services II	2	50%	-	50%	-
503	Clay III	2	100%	-	-	-
2030	Communication Arts II - Video and TV Production	7	29%	14%	14%	43%

Table A-8
Respondent's Evaluation of NBCC Pprograms: Preparedness for Work in Related Field

PROG. #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	**1347**	**39%**	**48%**	**12%**	**4%**
52	Communication Arts - Graphic Arts II	8	38%	50%	-	13%
53	Communication Arts - Journalism II	6	33%	33%	33%	-
54	Communication Arts - Photography II	6	50%	33%	17%	-
758	Communication Arts - Radio Broadcasting II	5	40%	20%	40%	-
2572	Communication Arts - Video & TV Production II	-	-	-	-	-
2116	Computer Applications In Telecommunications	10	50%	30%	20%	-
2117	Computer Engineering Technology II	26	15%	69%	12%	4%
1582	Computer Integrated Manufacturing	13	31%	31%	23%	15%
198	Computer Programming Technology - Programming & Analysis	6	50%	33%	17%	-
57	Computer Programming Technology II	4	-	75%	25%	-
2118	Computer Programming Technology II - Multimedia Presentation & Realization	13	23%	15%	31%	31%
177	Computer Programming Technology II - Technician & Network	18	56%	44%	-	-
2130	Computer Systems Support	12	17%	58%	25%	-
1588	Computer Systems Technician	23	9%	57%	30%	4%
59	Computerized Numerically Controlled Manufacturing	7	14%	43%	43%	-
61	Cook	18	17%	61%	17%	6%
492	Correctional Techniques II	16	31%	63%	6%	-
1045	Courseware Author	1	-	100%	-	-
1306	Creative Graphics III	7	29%	14%	43%	14%

Table A-8
Respondent's Evaluation of NBCC Pprograms: Preparedness for Work in Related Field

PROG. #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	**1347**	**39%**	**48%**	**12%**	**4%**
2432	Criminal Justice II	18	28%	39%	33%	-
4	Culinary Techniques	-	-	-	-	-
1281	Distribution and Transportation Techniques	10	40%	50%	10%	-
2010	Educational Technology	-	-	-	-	-
79	Electronics Engineering Technology II Communications	10	20%	70%	-	10%
2236	Electronics Engineering Technology II - Computer Systems.	17	47%	47%	6%	-
1860	Electronics Engineering Technology III - Industrial Control II(co-op)	-	-	-	-	-
78	Electronics Engineering Technology II Avionics	3	100%	-	-	-
80	Electronics Engineering Technology II - Data Systems	12	17%	42%	25%	17%
81	Electronics Engineering Technology II - Industrial	5	20%	60%	20%	-
1300	Electronics Engineering Technology II - Co-op	3	33%	67%	-	-
1716	Electronic Game Design II	8	13%	38%	50%	-
1461	Electronic Repair	6	50%	50%	-	-
75	Electronics Technician	10	-	30%	40%	30%
1332	Environmental Technology II	20	30%	60%	10%	-
507	Fashion III	2	50%	-	50%	-
1888	Food Technology II	2	50%	50%	-	-
2418	Health Care Aide	12	33%	58%	8%	-
88	Heating Technician	5	20%	60%	20%	-

Table A-8
Respondent's Evaluation of NBCC Pprograms: Preparedness for Work in Related Field

PROG. #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	**1347**	**39%**	**48%**	**12%**	**4%**
92	Heavy Equipment Service Technician	12	17%	58%	17%	-
1701	Hospitality & Tourism - Facility & Accommodation Operations II	8	13%	75%	13%	-
1700	Hospitality & Tourism - Restaurant & Culinary Operations II	5	40%	20%	40%	-
1702	Hospitality & Tourism - Travel & Tourism Operations II	5	60%	40%	-	-
2231	Human Services	30	40%	53%	7%	-
1575	Industrial Chemical Technology II	10	40%	60%	-	-
199	Industrial Engineering Technology II	5	60%	20%	20%	-
2559	Industrial Maintenance Technician II	5	-	60%	40%	-
99	Industrial Mechanics	17	24%	53%	-	24%
1559	Integration Services Counselor II - Community	18	61%	28%	11%	-
1560	Integration Services Counselor II - Education	13	62%	15%	8%	-
1525	Interior Design II	6	-	83%	17%	-
1718	Knowledge Engineering Technology II	2	-	50%	50%	-
2079	Landscape	5	80%	-	20%	-
107	Machinist	32	53%	44%	3%	-
111	Marine Diesel Mechanics	8	75%	25%	-	-
1382	Marine Engineering	5	-	60%	-	40%
2243	Marine Navigation	2	100%	-	-	-
1351	Mechanical Engineering Technology II - Manufacturing	5	40%	40%	20%	-

Table A-8
Respondent's Evaluation of NBCC Pprograms: Preparedness for Work in Related Field

PROG. #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	**1347**	**39%**	**48%**	**12%**	**4%**
1703	Mechanical Engineering Technology II - HVAC	3	33%	67%	-	-
2180	Mechanical Technician III (Co-Op)	11	36%	55%	-	9%
184	Medical Laboratory Technology II	3	33%	67%	-	-
509	Metal 111	-	-	-	-	-
119	Motor Vehicle Body Repairer & Painter	13	23%	31%	31%	15%
2199	Multimedia Production Design and Management II(Co-Op)	8	25%	38%	25%	13%
1694	Multimedia Learning Technology 11	8	25%	63%	-	13%
1305	Native Art Studies	-	-	-	-	-
2476	Network Design And Admin.Tech.	5	-	60%	40%	-
178	Nuclear Medicine Technology II	1	-	100%	-	-
126	Nursing Assistant	59	66%	32%	-	-
2574	Office Accounting Specialist	6	50%	33%	-	17%
1593	Office Techniques II	19	74%	26%	-	-
1617	Office Technology (60 Wk)	35	57%	26%	14%	-
866	Pharmacy Assistant	19	21%	63%	16%	-
511	Photography III	3	67%	33%	-	-
185	Power Engineering Technology II	6	50%	50%	-	-
255	Refrigeration/Air Conditioning Technician	5	-	80%	20%	-
1006	Respiratory Therapy II	10	40%	50%	10%	-

Table A-8
Respondent's Evaluation of NBCC Pprograms: Preparedness for Work in Related Field

PROG. #	Program	Total Respondents	Excellent	Good	Fair	Poor
	Overall	**1347**	**39%**	**48%**	**12%**	**4%**
460	Sales Techniques	9	67%	22%	-	11%
298	Sheet Metal Fabrication	1	-	100%	-	-
141	Small Business Management	11	73%	18%	-	9%
143	Small Equipment Repair	9	11%	33%	44%	11%
2497	Specialty Photography II	2	50%	50%	-	-
161	Steel Fabrication	20	30%	60%	10%	-
1581	Tele-Service	12	58%	42%	-	-
2628	Tool & Die Technician II (Co-Op)	9	11%	56%	11%	11%
2146	Tourism Techniques II	8	-	50%	13%	38%
1920	Transportation Clerk	5	80%	20%	-	-
1282	Transportation Refrigeration Service Technician	6	-	50%	33%	17%
164	Travel Counselor	6	50%	50%	-	-
124	Truck & Transport Service Technician	17	18%	47%	24%	12%
1720	Virtual Reality Technology II	7	14%	14%	71%	-
1961	Vocational Forest Worker	2	50%	50%	-	-
2232	Webmaster	8	13%	38%	38%	13%
168	Welding	22	32%	64%	5%	-
1595	Welding Fabrication	8	50%	50%	-	-
172	Welding Technician	3	33%	67%	-	-

Table A-8 Respondent's Evaluation of NBCC Pprograms: Preparedness for Work in Related Field						
PROG. #	**Program**	**Total Respondents**	**Excellent**	**Good**	**Fair**	**Poor**
	Overall	**1347**	**39%**	**48%**	**12%**	**4%**
2003	Wood Processing Techniques	6	67%	33%	-	-
2004	Woodworking Technology	5	60%	40%	-	-
1418	Youth Care Worker II	6	67%	33%	-	-

Program Number = Master Number for Program
Program = Program Name
Total Respondents = Total number of graduates who completed the three-year follow-up interview.
Excellent, Good, Fair, Poor = Percentage of respondents who indicated their NBCC program did an excellent, good, fair, or poor job of preparing them for a job in a related field.